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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Suite 130, San Francisco, CA 94102
http://www.sfgov.org/cosw
(415) 252-2570 FAX (415) 252-2575
email: cosw@sfgov.org

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Draft Agenda

Wednesday, January 26, 2005
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter	*Commissioner Jing Xu Lee*
Vice President Angela Williams	*Commissioner Katherine Munter*
Commissioner Andrea Evans	
Commissioner Dorka Keehn	

Total Estimated Meeting Time: 114 min.

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1. CALL TO ORDER/ROLL CALL	**ACTION**	1 min.
2. ADOPTION OF AGENDA	**ACTION**	2 min.
3. APPROVAL OF MINUTES	**ACTION**	2 min.

Review Action Items from December 10, 2004 Meeting
Explanatory document - Draft Minutes

4. PRESIDENT'S REPORT	**DISCUSSION**	5 min.
5. EXECUTIVE DIRECTOR'S REPORT	**DISCUSSION**	5 min.

CONSENT AGENDA

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6. CONSENT AGENDA	**DISCUSSION/ACTION**	**15 min**

a. Resolution Recognizing the Contributions of Connie Perry to the Friends of the Commission on the Status of Women.

Action: To approve a resolution for Connie Perry.

b. Resolution Recognizing the Contributions of Lela Harris to the Friends of the Commission on the Status of Women.

Action: To approve a resolution for Lela Harris.

c. Resolution Recognizing February as Black History Month

Action: To approve a resolution recognizing February as Black History Month.

d. Resolution Recognizing February as American Heart Month

Action: To approve a resolution recognizing February as American Heart Month.

e. Resolution Recognizing San Francisco's women's advocate Olivia Wang as one of the 21 Leaders for the 21st Century chosen by Women's Enews in 2005.

Action: To approve a resolution recognizing Olivia Wang.

7. OLD BUSINESS DISCUSSION/ACTION

a. Recommendations Regarding Labor Conditions of Exotic Dancers in San Francisco 20 min.
President Shorter

Based on the testimony presented before the Commission at the September 22, October 27, and November 17 as well as other submitted information, the Commission will make recommendations regarding the labor conditions of exotic dancers in San Francisco.

Action: To approve the recommendations regarding labor conditions of exotic dancers in San Francisco.

b. Strategic Plan President Shorter 10 min.

Explanatory document.

Action: To approve the Strategic Plan for 2004-2005

8. NEW BUSINESS DISCUSSION/ACTION

a. Budget President Shorter 15 min.

The Commission will review budget information for FY 2005-2006.

Action: To approve the budget for FY 2005-2006.

b. DNA/Police Department Crime Lab John M. Kelly 15 min.

Mr. Kelly, as a private citizen, will discuss his concern of the backlog of DNA evidence at the San Francisco Police Department Crime Lab.

c. Lack of Protection for Homeless Women Carolyn Ritchie 15 min.

Ms. Ritchie will speak about the lack of protection for women in Single Room Occupancy (SRO) hotels and those who live on the street. Ms. Ritchie will discus providing separate space for women.

9. REPORTS DISCUSSION/ACTION

a. Justice & Courage Commissioner Keehn 5 min.

Explanatory document on nominee Denise Castañeda.

Action: To approve new panel members for the Justice & Courage Oversight Panel.

10. PUBLIC COMMENT DISCUSSION 2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

11. ADJOURNMENT ACTION 2 min.

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Wednesday, January 26, 2005
DRAFT MINUTES
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present	Staff Present
President Andrea Shorter	Executive Director Emily Murase
Vice President Angela Williams	Deputy Director Rosario Navarrette
Commissioner Andrea Evans	Executive Assistant Bernice Casey
Commissioner Dorka Keehn	Justice & Courage Coordinator Justine McGonagle
Commissioner Jing Xu Lee	Policy Analyst Carol Sacco
Commissioner Carolene Marks	
Commissioner Katherine Munter	

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1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:02 PM.

Vice President Williams arrived at 5:16 PM.

No public comment.

2. ADOPTION OF AGENDA

Action: Adopted amended agenda for COSW Meeting, January 23, 2005.
m/s/c (Marks/Munter/Unanimous)

No public comment.

3. APPROVAL OF MINUTES

Action: Approved Minutes from COSW Retreat, December 10, 2004.
m/s/c (Keehn/Evans/Unanimous)

No public comment.

4. PRESIDENT'S REPORT

President Shorter welcomed newly appointed Commissioner Lee and Commissioner Munter. Ms. Shorter said the Commission welcomes their input and guidance.

5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Murase welcomed the new Commissioners. Ms. Murase gave a brief summary of the Executive Director's report that had been supplied in the Commission packets. In the area of Public Outreach, Ms. Murase reported on the work the Department had done before the Taxi Commission in the area of sexual harassment prevention training, the recently published resource guide, and the work done with the San Francisco Area Pro-Choice Coalition. Executive Director Murase extended an invitation to the Commissioners to attend the Department's Women's Leadership Luncheon on Thursday, March 24, 2005, at City Hall.

Ms. Murase reminded the Commission that due to budget and staffing constraints, the Department's public office hours were now from 10:00 AM-4:00 PM. She informed the Commission that Richard Eijima, temporary Secretary I would be starting on January 31, 2005. Ms. Murase reviewed Mr. Eijima's qualifications, particularly his nine years of previous service with the City and County of San Francisco.

Ms. Murase informed the Commission that the CEDAW meeting had been postponed.

Commissioner Marks asked if the Department was working on a public event for Women's History.

Ms. Murase reviewed the events planned for Women's History month.

Commissioner Keehn asked that a resolution recognizing March 8th as International Women's Day be put on the February agenda.

No Public Comment.

CONSENT AGENDA

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6. CONSENT AGENDA

President Shorter read the Consent items into the record.

Action: Approved Consent Agenda.
m/s/c (Marks/Keehn/Unanimous

a. **Resolved,** That the Commission recognizes the contributions of Connie Perry to the Friends of the Commission on the Status of Women. **RES-NO 2004-32**

b. **Resolved,** That the Commission recognizes the contributions of Lela Harris to the Friends of the Commission on the Status of Women. **RES-NO 2004-34**

c. **Resolved,** That the Commission recognizes February as Black History Month. **RES-NO 2005-01**

d. **Resolved**, That the Commission recognizes February as American Heart Month.

RES-NO 200-02

e. **Resolved,** That the Commission recognizes San Francisco's women's advocate Olivia Wang as one of the 21 Leaders for the 21st Century chosen by Women's Enews in 2005.

RES-NO 2005-03

President Shorter stated that the Commission would discuss what qualifies for a resolution at the March 23, 2005 Commission meeting.

Olivia Wang thanked the Commission for the resolution recognizing her achievement, but credited her success ot the many people she works with.

7. OLD BUSINESS

a. Recommendations Regarding Labor Conditions of Exotic Dancers in San Francisco

President Shorter provided the Commission with background on the policy options provided.

Commissioner Keehn suggested going through each policy point one by one.

President Shorter said that the legal prohibition of stage fees in not being enforced. She reviewed the testimony provided to the Commission by State Labor Commission employees, who stressed a lack of staff and resources available for investigation and enforcement.

Commissioner Keehn urged the Commission to submit the letter to the Labor Commission and to contact local state representatives Assemblyperson Leland Yee and Assemblyperson Mark Leno.

President Shorter said it was important to discuss who is going to enforce the labor laws and, if possible, to develop a City code to address this issue.

On the issue of private booths, President Shorter reviewed the testimony that had been brought forward to the Commission which stated the booths created an unsafe environment for the dancers.

Commissioner Munter asked what the City Attorney's Office suggested.

Deputy City Attorney Paula Jesson said that legislative proposals to change the codes are still being discussed.

Commission Keehn asked who the police representative working on this issue was.

Executive Secretary Bernice Casey informed the Commission that Lieutenant Mary Petrie has been working on the issue.

Commissioner Keehn suggested going to Police Chief Fong to ask who the enforcement party should be.

Commissioner Evans suggested developing local legislation to prohibit stage fees and to call upon the Board of Supervisors to provide a mechanism for amending existing legislation.

Public Comment.

Datura Larsen, a former dancer, said that so long as the private booths remain there will be safety problems. Ms. Larsen said the best policy would be to not have booths. In the area of zoning, she said that clubs are already violating zoning regulations.

Rachel West from Women in Dialogue said that the stage fees were a labor issue, not an issue for the police. She said she was concerned about the police going after the dancers.

Daisy Anarchy from Sex Workers Organized for Labor Human and Civil Rights thanked the Department and the Commission for their work. She stressed the need for revised code language to be specific. Ms. Anarchy said that code 1060.10 was already on the books, so a new code provision did not need to be created. She reviewed the history involving the police department on this issue. She stated that the District Attorney's Office has not attempted to prosecute club owners.

Based on information provided by Commissioner Marks asked Ms. Anarchy how she thought the Commission should proceed.

Ms. Anarchy echoed Commissioner Keehn's request for a letter to be sent to the Labor Commission.

Commission Marks asked Ms. Anarchy if a dancer could make $5000.00 in a week.

Ms. Anarchy gave a history of the money that dancers made in the past, but said that the high stage fees and the resulting coerced prostitution have prohibited her from currently dancing.

Isis Rodriguez, supporter of labor issues, warned against using police for code enforcement. She said the booths should be removed. She said that dancers were entertainers, not "service" providers.

President Shorter said that the consensus seemed to be to remove the booths.

Commissioner Munter asked why the clubs had booths.

Executive Secretary Casey gave a brief history of the exotic dance clubs in San Francisco.

Commissioner Keehn said it seemed like a way of making more money.

President Shorter said that the patrons seem to have an expectation of booth activity.

Commissioner Evans said she would work on legislation to address these issues.

Commissioner Keehn suggested that state legislators and police be contacted. She stressed the need for enforcement.

President Shorter suggested that Commissioner Evans and she continue to work on the issue and asked the Department to continue to investigate.

The Commission did not take formal action on the policy options, but agreed to meet again once Commission Evans developed a legislative proposal to address the key issues.

b. Strategic Plan

President Shorter reviewed the Strategic Plan and provided the new Commissioners with background on the policy issues.

Action: Approved the Strategic Plan for 2004-2005
m/s/c (Marks/Evans/Unanimous)

No public comment.

8. NEW BUSINESS

a. Budget

Executive Director Emily Murase reviewed budget information for FY 2005-2006.

Commissioner Marks asked for something in writing that indicated that Commissioners would not lose benefits if they waived their $25.00 stipend.

Commissioner Munter asked directive from the Mayors' Office on how cuts should be made.

Executive Director Murase explained that the cuts were based on a historical effort to protect emergency services.

Commissioner Keehn urged the Commission to oppose the budget cuts and lobby the Board of Supervisors to preserve the budget.

Executive Director Murase explained the parameters of the budget instructions.

Commissioner Keehn said that the Commission's mandate was to support women.

Public Comment.

Emberly Cross from the Cooperative Restraining Order Clinic (CROC), explained the difference between the legal services programs that the Commission funds.

Ken Theisen of Bay Area Legal Aid reviewed the budget information that the Department had provided the agencies. He noted the line item for rent which indicates that the Department pays $35,000.00 a year to the City in rent. He then referred to article in the *San Francisco Chronicle* that noted that the Airport Commission was considering a rent reduction for a for-profit organization to the amount of $5 million. He suggested that the City use that $5 million instead of taking money from non-profit agencies.

Executive Director Murase reminded the Commission that former Commissioner Carol Ito serves on the Airport Commission.

Gloria Romero of Mission Neighborhood Centers asked the Commission not to support the cuts. She said that the prevention and education programs that were subject to cuts work with vulnerable populations.

Lori Nairne of Women In Dialogue urged the Commission to oppose the cuts. She said that the programs being cut affect the most vulnerable populations and that these programs save lives. She said that public education is essential to prevention.

Beverly Upton of the Domestic Violence Consortium further entreated the Commission said to oppose the cuts. She said that the community would go before the Board of Supervisors as it had done in the past and ask for their support.

Kathy Black of La Casa de las Madres asked for a vote for no cuts. She said that emergency services were directly tied to prevention services.

Action: To not approve the budget for FY 2005-2006.
m/s/c (Keehn/Marks/Unanimous)

c. DNA/Police Department Crime Lab

Mr. Kelly, a private citizen, discussed his concern over the backlog of DNA evidence at the San Francisco Police Department Crime Lab. He provided the Commission with a history of the backlog at the DNA Rape Unit. He said that there was still a serious backlog and that out of the 700 cases, 600 dealt with sexual assault.

Commissioner Marks suggested writing a letter to the Mayor and Board of Supervisors citing the references Mr. Kelly provided.

d. **Lack of Protection for Homeless Women**

Carolyn Ritchie, an advocate with 12 years experience working with homeless and 9 of working with homeless women, spoke about her concern of the lack of protection for women in Single Room Occupancy (SRO) hotels and those who live on the street. Ms. Ritchie provided examples of women who were afraid to live in shelters and women who lost housing for "unlady-like" behavior. Ms. Ritchie said a woman with cerebral palsy was raped her first night at a SRO. Ms. Ritchie said that out of 13 residents, 15% were women. She said that women need some place to go that will guarantee their safety. She said that homeless women are getting killed and raped. Ms. Ritchie stated that there was a great need for services as these women were the most vulnerable.

President Shorter asked the Department to follow up and provide the Commission with what types of action it can take to help in this area.

Public Comment.

John Kelly provided the Commission with information he had gained during his tenure on the Senior Homeless Action Task Force.

Kathy Black said that La Casa was currently providing intensive case services and had 53 beds at Mary Elizabeth Inn. She said that women needed to go to the HAT Office within the General Assistance Office to request housing.

Executive Director Murase said that homelessness was one of the Mayor's cluster groups and that she would ask Senior Policy Analyst Caroline Donnola to follow up.

9. REPORTS DISCUSSION/ACTION

a. Justice & Courage

Action: Approved new panel members for the Justice & Courage Oversight Panel.
m/s/c (Marks/Munter/Unanimous)

No public comment.

10. PUBLIC COMMENT DISCUSSION

No public comment.

11. ADJOURNMENT

Meeting was adjourned at 7:18 PM.

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Commissioner Carolene Marks
Commissioner Katherine Munter

Total Estimated Meeting Time: 79 min.

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1. **CALL TO ORDER/ROLL CALL** **ACTION** 1 min.

2. **ADOPTION OF AGENDA** **ACTION** 2 min.

3. **APPROVAL OF MINUTES** **ACTION** 2 min.

   Review Action Items from January 26, 2005 Meeting
   Explanatory document - Draft Minutes

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4. **PRESIDENT'S REPORT** **DISCUSSION** 5 min.

5. **EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** 15 min.

   a. Explanatory document-Executive Director's Report

   b. Staff Policy Report

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6. **CONSENT AGENDA** **DISCUSSION/ACTION** **5 min**

   a. Resolution Recognizing March as Women's History Month.

Action: To approve a resolution for Women's History Month.

b. Resolution Recognizing March 8th as International Women's Day.

Action: To approve a resolution for International Women's Day.

c. Resolution Recognizing Lateefah Simon for her work on behalf of the women and girls of San Francisco.

Action: To approve a resolution for Lateefah Simon.

d. Resolution Kaiser Permanente's Public Awareness Campaign on Domestic Violence

Action: To approve a resolution for Kaiser Permanente.

7.	**NEW BUSINESS**	**DISCUSSION/ACTION**	
a.	Commission Resolutions	President Shorter	15 min.

The Commission will discuss developing a policy for issuing resolutions.

Action: To adopt a resolution policy.

b.	Commission Stipend	President Shorter	10 min.

The Commission will discuss a status reclassification which will allow them to keep their benefits without the $25.00 per meeting stipend.

Action: To adopt a reclassification.

8.	**OLD BUSINESS**	**DISCUSSION**	
a.	Report on the Labor Conditions of Exotic Dancers	Commissioner Evans	15 min.

The Commission will hear an update on work being done regarding the labor conditions of the exotic dancers.

b.	Budget Update	President Shorter	5 min.

The Executive Director will provide an update on the budget that was submitted on February 22, 2005.

9.	**REPORTS**	**DISCUSSION/ACTION**	
a.	Justice & Courage	Commissioner Keehn	5 min.
b.	CEDAW	Commissioner Williams	5 min.
10.	**PUBLIC COMMENT**	**DISCUSSION**	2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

11.	**ADJOURNMENT**	**ACTION**	2 min.

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City & County of San Francisco
Commission on the Status of Women
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ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Wednesday, February 23, 2005
MINUTES

5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present	Staff Present
President Andrea Shorter	Executive Director Emily Murase
Vice President Angela Williams	Executive Assistant Bernice Casey
Commissioner Andrea Evans	Secretary Richard Eijima
Commissioner Carolene Marks	Justice & Courage Coordinator Justine McGonagle
Commissioner Katherine Munter	Policy Analyst Carol Sacco

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1. CALL TO ORDER/ROLL CALL

President Shorter called the meeting to order at 5:11 PM.

Vice President Williams arrived at 5:17 PM.

Commissioners Keehn and Lee were excused.

No public comment.

2. ADOPTION OF AGENDA

Executive Director Emily Murase advised the Commission that item 7 (b) on the agenda, Commission Stipend, should be removed from the agenda.

Action: Adopted amended agenda for COSW Meeting, February 23, 2005.
m/s/c (Marks/Shorter/Unanimous)

No public comment.

3. APPROVAL OF MINUTES

Action: Approved Minutes from January 26, 2005 COSW Meeting.
m/s/c (Shorter/Munter/Unanimous)

No public comment.

4. PRESIDENT'S REPORT

President Shorter reminded the Commissioners that the Statement of Economic Interests and Sunshine Ordinance forms were due and to turn the forms into Commission Secretary Bernice Casey. Ms. Shorter said that she attended a reappointing ceremony on Friday, February 18, 2005. She thanked the Commission for their support.

Commissioner Marks thanked President Shorter for her leadership.

No public comment.

5. EXECUTIVE DIRECTOR'S REPORT

a. Executive Director Emily Murase gave a brief review of her report provided to the Commission. Ms. Murase reported that the Funders' Summit would be held on April 26 from 9:00-11:00 AM. She explained that the Summit would look at alternative types of funding from individuals and organizations working towards a training collaborative. She said that the Safety and Accountability Audit proposal had been submitted to the National Institute of Justice. Ms. Murase gave an overview of the progress of the Filipino Advisory Committee. The Executive Director introduced new staff, Richard Eijima. She informed the Commission that Policy Analyst Carol Sacco had been appointed to serve on permanent civil service basis, after serving on a provisional basis.

Commissioner Marks welcomed Mr. Eijima.

No public comment.

b. Staff Policy Report

Acting Policy Analyst Bernice Casey gave a brief presentation on the history and purpose of International Women's Day.

No public comment.

CONSENT AGENDA

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6. CONSENT AGENDA

President Shorter read the consent items into the record.

Action: Approved Consent Agenda.
m/s/c (Shorter/Marks//Unanimous)

a. **Resolved**, That the Commission recognizes March as Women's History Month.
RES-NO 2005-004

b. **Resolved**, That the Commission recognizes March 8th as International Women's Day.
RES-NO 2005-005

c. **Resolved**, That the Commission Recognizes Lateefah Simon for her work on behalf of the women and girls of San Francisco. **RES-NO 2005-007**

d. **Resolved**, That the Commission recognizes Kaiser Permanente's Public Awareness Campaign on Domestic Violence. **RES-NO 2005-006**

President Shorter read parts of the Kaiser Resolution to members of the public.

Dr. Brigid McCaw, Clinical Lead from the Family Violence Prevention Services, accepted the resolution on behalf Kaiser and thanked the Commission for its recognition.

a. NEW BUSINESS

a. Commission Resolutions

President Shorter said that the Commission needed to develop criteria for the merits of awarding a resolution. She said that she had looked at the historical record to glean what groups and individuals have been recognized in the past and upon what this recognition had been based. Ms. Shorter explained to the Commission that the acknowledgement of organizations, events, and people was part of the Commission's Charter requirements.

Commissioner Marks said that the Commission recognizes the Partner Agencies through funding and does not need to recognize the same agencies with resolutions.

Commissioner Munter stated that excellence should be recognized especially when highlighting agencies' accomplishments.

Vice President Williams said that milestones for organizations that are funded by the Commission should be recognized.

Commissioner Marks stated that the Commission should check what is going on with an agency.

President Shorter stated that the Commission continues to recognize the need to check-in with agencies and continue a two-way discussion about issues that are raised. She said that agencies associated with the Commission and the Department should not be excluded from receiving a resolution.

Commissioner Marks said that if the Department obtains a complaint about an agency that the Commission should be alerted before a Commission meeting.

Vice President Williams said that if a Commissioner has a question on the merits of a resolution that she should contact the President or the Vice President.

President Shorter said that the Commission needs to move forward to develop a policy for Commission resolutions and directed Commission Secretary Casey to prepare a draft policy for the March 23, 2005 COSW Meeting.

Public Comment.

Daisy Anarchy asked that the Commission continue to recognize the very agencies that they fund as it was these same agencies that work with the women in the community. She said that on earlier Commission agendas organizations such as SFWAR have had their anniversary recognized and that this was important for all agencies.

b. Commission Stipend

This item was removed from the agenda.

8. OLD BUSINESS

a. Report on the Labor Conditions of Exotic Dancers

President Shorter asked Commissioner Evans to give a brief overview of the draft resolution and the work being done by the Commission and the Department.

Commissioner Evans thanked President Shorter for her leadership. She explained that the draft resolution was developed after meetings with the City Attorney's Office, the District Attorney's Office, the Police Department, and the Department of Building Inspection. Commissioner Evans said that the legislation outlined in the resolution was as broad as possible specific to San Francisco, not California, law. She acknowledged the input of the Sex Workers Organized for Human Labor, Human, and Civil Rights.

Commissioner Munter asked if revisions were to include enforcement mechanisms.

Commissioner Evans said it could and may fall to the Police or the Entertainment Commission.

Commissioner Munter asked if the City Attorney could be asked on input for enforcement.

Commissioner Evans stressed that the stage fees was a crucial aspect of the legislation, which emphasizes that it is illegal for the dancers to be charged fees for performing.

Comissioner Munter asked what the implications might be if the resolution was too broad.

Commissioner Evans stated that it [the resolution] a directive to the City Attorney to develop the specific legislation outlined in the resolution.

Commissioner Munter asked that the City Attorney be clearly directed to eliminate stage and all other fees.

Commissioner Marks acknowledged the work of Commissioner Evans and thanked her for her efforts. She asked what the financial impact of the proposed legislation could have on club owners.

President Shorter stated that the legislation was addressing discriminatory behaviors and unlawful labor conditions. She asked Commissioner Munter to assist Commissioner Evans with the revisions discussed.

Public Comment.

Daisy Anarchy thanked the Commission and the Department for developing the resolution. Ms. Anarchy reviewed piece rate policy adopted by some of the clubs. She stated the Market Street Cinema adopted such a policy. She suggested inviting investigators with the Labor Commission, here in San Francisco, to come before the Commission to speak about the issue.

Quorum lost at 6:33 PM.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.
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the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.
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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Draft Agenda

Wednesday, March 23, 2005
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter
Vice President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter

Total Estimated Meeting Time: 119 min.

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1. CALL TO ORDER/ROLL CALL **ACTION** 1 min.

2. ADOPTION OF AGENDA **ACTION** 2 min.

3. APPROVAL OF MINUTES **ACTION** 2 min.

Review Action Items from February 23, 2005 Meeting
Explanatory document - Draft Minutes

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4. PRESIDENT'S REPORT **DISCUSSION** 5 min.

5. EXECUTIVE DIRECTOR'S REPORT **DISCUSSION** 10 min.

a. Explanatory document-Executive Director's Report

b. Staff Policy Report

CONSENT AGENDA

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6. CONSENT AGENDA DISCUSSION/ACTION 5 min

a. Resolution Recognizing April 27 as Take Your Daughter and Son to Work Day

Action: To approve a resolution for Take Your Daughter and Son to Work Day

b. Resolution Recognizing May as Asian Pacific American Heritage Month

Action: To approve a resolution for Asian Pacific American Heritage Month.

c. Resolution Recommending to the Department of Recreation and Park that a SOMA park be named in honor of Victoria "Vickie" Manalo Draves

Action: To approve a resolution for Victoria "Vickie" Manalo Draves.

d. Resolution Recognizing April as Minority Health Month

Action: To approve a resolution recognizing April as Minority Health Month.

e. Resolution Recognizing April 22 as Earth Day

Action: To approve a resolution recognizing April 22 as Earth Day.

f. Resolution Commending the New York City Council for Considering a Local CEDAW Ordinance.

Action: To approve a resolution commending the New York City Council.

7. OLD BUSINESS DISCUSSION/ACTION

a. Commission Resolutions President Shorter 10 min.

The Commission will discuss a policy for issuing resolutions.
Explanatory document attached.

Action: To adopt a resolution policy.

b. Report on the Labor Conditions of Exotic Dancers
Commissioner Evans 15 min.

The Commission will hear an update on work being done regarding the labor conditions of the exotic dancers and review a resolution to the Board of Supervisors asking for changes to City codes regarding booths and stage fees.

Action: To approve a resolution to the Board of Supervisors.

8. NEW BUSINESS DISCUSSION/ACTION

a. Outreach Efforts to Immigrant Communities Commissioner Lee 15 min.

The Commission will discuss what outreach efforts to immigrant communities are taking place by the Commission and the Department.

b. New California Media Sandy Close 10 min.

Ms. Close will discuss ways ethnic media can assist in outreach efforts to the immigrant communities.

c. Neighborhood Commission Meetings — Commissioner Marks — 5 min.

The Commission will discuss scheduling a future Commission meeting in a City neighborhood.

Action: To chose a date to have a COSW meeting in a City neighborhood.

d. Performance Evaluation — President Shorter — 10 min.

The Commission will discuss and approve the evaluation criteria and establish an evaluation timeline for the Executive Director.
Explanatory documents attached.

Action: To approve evaluation criteria and establish an evaluation timeline for the Executive Director.

e. La Cocina — Valeria Perez Ferreiro — 10 min.

Ms. Perez will discuss the work her organization, La Cocina, does and its impact on the women and girls of San Francisco.

9. REPORTS — DISCUSSION/ACTION

a. CEDAW — Commissioner Williams — 5 min.

10. PUBLIC COMMENT — DISCUSSION — 2 min.

(This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.)

11. CLOSED SESSION — DISCUSSION/ACTION — 10 MIN

CONFERENCE WITH LEGAL COUNSEL. Pursuant to Government Code Sections 54956.9(a) and San Francisco Administrative Code Section 67.10(d)(1), the Commission will meet in closed session to confer with legal counsel.

a. Public comment on all matters pertaining to the closed session.

b. Based on advice of legal counsel, vote to assert the attorney-client privilege to confer with and receive legal advice from legal counsel (San Francisco Administrative Code Section 67.10(d)). ACTION ITEM

c. Closed session to confer with legal counsel regarding:

Existing litigation: State of California Department of Fair Employment & Housing

Martin v. Department of Status of Women
Charge No. E200304A1604-00-RSE/37AA404378

d. Reconvene in open session and vote to elect whether to disclose any or all of the discussions held in closed session (S.F. Admin. Code Section 67.12(a)). ACTION ITEM.

12. ADJOURNMENT — ACTION — 2 min.

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Wednesday, March 23, 2005
MINUTES
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Public comment will be heard before and/or during each agenda item.

Members Present	Staff Present
President Andrea Shorter	Executive Director Emily Murase
Vice President Angela Williams	Deputy Director Rosario Navarrette
Commissioner Jing Xu Lee	Executive Assistant Bernice Casey
Commissioner Carolene Marks	Secretary Richard Eijima
Commissioner Katherine Munter	

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1. CALL TO ORDER/ROLL CALL

Vice President Williams called the meeting to order at 5:28 PM.

President Shorter arrived at 6:37 PM.

Commissioners Evans and Keehn were excused.

No public comment.

2. ADOPTION OF AGENDA

Executive Director Emily Murase asked the Commission to add a resolution recognizing the work of Joyce Newstat. Commission Secretary Casey asked that order of the agenda be changed to hear New Business, Old Business, and Consent Agenda be heard after Approval of Minutes.

Action: Adopted amended agenda for COSW Meeting, March 23, 2005.
m/s/c (Marks/Munter/Unanimous)

No public comment.

3. APPROVAL OF MINUTES

Action: Approved Minutes from February 23, 2005 COSW Meeting.
m/s/c (Munter/Lee/Unanimous)

No public comment.

4. PRESIDENT'S REPORT

The President's Report was waived due to time constraints.

5. EXECUTIVE DIRECTOR'S REPORT

Executive Director Murase submitted a written report to the Commission for review. Copies were made available to members of the public in attendance.

6. NEW BUSINESS

a. Outreach Efforts to Immigrant Communities

Commissioner Lee gave an overview of what outreach efforts should be made to women within immigrant communities. Ms. Lee said that the top priority should be immigrant women having knowledge about community services and access to those services. Ms. Lee said that better outreach should be culturally and linguistically tailored to immigrant communities. She suggested that the Commission develop a plan to do outreach. Ms. Lee suggested utilizing the ethnic media and discussed its influence among newcomers. Ms. Lee thanked the future speaker, Sandy Close from New California Media, for coming before the Commission.

Public Comment.

Esther Leong, Administrative Director with API Legal Outreach, discussed the work her agency has done in outreach to immigrant communities and applauded the attention the Commission was giving to the immigrant population of San Francisco. She said that it was important to recognize the work that is already being done in the community. She discussed the holistic model of services provided to immigrants in San Francisco by API.

b. New California Media

Sandy Close discussed her work in media. Ms. Close discussed ways ethnic media can assist in outreach efforts to the immigrant communities. She talked about the influence ethnic media has on its own communities. Ms. Close said that 20% of all monies raised for tsunami relief efforts came from the Asian and Pacific Islander community in California. She stressed the importance of recognizing and including ethnic media. Ms. Close suggested opening up communications with the ethnic media in the Bay Area. She provided the Commission and the Department with directories of ethnic media outlets.

Vice President Williams thanked Ms. Close for her presentation. Ms. Williams discussed how the ethnic media was utilized when distributing the Department's most recent public service announcement (PSA).

Ms. Close suggested a roundtable format in which the Commission and the Department could invite the ethnic media in to build a reciprocal relationship.

Vice President Williams asked Commissioner Lee to take the lead in holding the monthly meetings.

Commissioner Lee said that she would ask Ms. Close to help in convening the meetings.

Commissioner Marks thanked Ms. Close for her pioneering work.

c. Neighborhood Commission Meetings

Commissioner Marks talked about the importance of having meetings in the community.

The Commission discussed locales for having future Commission meetings. In recognition of Asian Pacific American Heritage month, the Commission decided to hold the May meeting in Chinatown.

Commissioner Lee said that the District Attorney was interested in having a press conference to discuss strategies for ending domestic violence.

Vice President Williams suggested contacting the police to ask what districts reported the majority of domestic violence.

Commissioner Lee said that the City Treasurer was interested in having a press conference to talk about the Working Family Credit and asked if the Commission could host a press conference.

Executive Director Murase explained staff limitations.

Commissioner Marks suggested just having one event.

Commissioner Lee volunteered to head the efforts to locate a locale in Chinatown for the May Commission meeting and to coordinate the press conferences.

Action: The Commission chose to have the May 25, 2005 COSW meeting in Chinatown.
m/s/c (Munter/Marks/Unanimous)

d. La Cocina

Ms. Valeria Perez Ferreiro from La Cocina talked about the work of her organization. Ms. Perez talked about the shared kitchen which gave women in San Francisco an opportunity to become micro-entrepreneurs. She said that La Cocina worked with all women but particularly immigrant women of color.

Commission Marks asked for contact information.

Vice President Williams asked how the Commission could help La Cocina.

Ms. Perez asked the Commission to help get the word out about the organization and advocate on its behalf with the City.

CONSENT AGENDA

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7. CONSENT AGENDA

Action: Approved Consent Agenda.
m/s/c (Marks/Munter/Unanimous)

a. **Resolved**, That the Commission recognizes April 28 as Take Your Daughter and Son to Work Day.
RES-NO. 2005-009

b. **Resolved**, That the Commission recognizes May as Asian Pacific American Heritage Month.
RES-NO. 2005-008

c. **Resolved**, That the Commission recommends to the Department of Recreation and Park that a SOMA park be named in honor of Victoria "Vickie" Manalo Draves.
RES-NO. 2005-010

d. **Resolved**, That the Commission recognizes April as Minority Health Month.
RES-NO. 2005-011

e. **Resolved**, That the Commission recognizes April 22 as Earth Day.
RES-NO. 2005-012

f. **Resolved**, That the Commission commends the New York City Council for Considering a Local CEDAW Ordinance. **RES-NO. 2005-014**

8. OLD BUSINESS

a. Commission Resolutions

The Commissioners discussed the draft resolution policy and asked that it be postponed to the April Commission meeting for further discussion.

Commissioner Marks asked that the issue of eligibility be further discussed.

b. Report on the Labor Conditions of Exotic Dancers

The Commission reviewed a resolution to the Board of Supervisors urging changes to City codes regarding booths and stage fees.

Public Comment.

Daisy Anarchy, from the Sex Workers Organized for Labor, Human and Civil Rights, thanked the Commission and the Department for taking the issue seriously. She provided documents to the Commission which outlined decisions made by the Labor Commission.

President Shorter thanked Daisy for her advocacy and stated that the Commission would continue to work on the issue.

Action: Approved a resolution to the Board of Supervisors urging changes to City codes to ensure the safety of exotic dancers.
m/s/c (Marks/Munter/Unanimous)

9. NEW BUSINESS-CONTINUED

f. Performance Evaluation

President Shorter nominated Commissioner Keehn and Munter to work on developing evaluation criteria and establish an evaluation timeline for the Executive Director.

10. REPORTS

a. CEDAW

Commissioner Williams stated that today's CEDAW Committee meeting was canceled due to a lack of quorum.

11. PUBLIC COMMENT

No public comment

12. CLOSED SESSION

CONFERENCE WITH LEGAL COUNSEL. Pursuant to Government Code Sections 54956.9(a) and San Francisco Administrative Code Section 67.10(d)(1), the Commission will meet in closed session to confer with legal counsel.

a. Public comment on all matters pertaining to the closed session.

There was no public comment.

b. Based on advice of legal counsel, vote to assert the attorney-client privilege to confer with and receive legal advice from legal counsel (San Francisco Administrative Code Section 67.10(d)). ACTION ITEM

c. Closed session to confer with legal counsel regarding:

Existing litigation: State of California Department of Fair Employment & Housing

Martin v. Department of Status of Women
Charge No. E200304A1604-00-RSE/37AA404378

d. Reconvene in open session and vote to elect whether to disclose any or all of the discussions held in closed session (S.F. Admin. Code Section 67.12(a)). ACTION ITEM.

12. ADJOURNMENT

The meeting was adjourned at 7:15 PM.

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City & County of San Francisco
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ANDREA SHORTER
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ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco

Agenda

Notice of Special Meeting

2005

Thursday, March 24, 2004
SPECIAL MEETING

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Women in City Leadership Luncheon
City Hall, Mayor's Conference Room
Room 201
San Francisco, CA 94102
11:30 AM

March is Women History Month and as part of the month-long celebrations, the Department on the Status of Women will revive and host the Women in City Leadership Luncheon. This luncheon provides women in City Government, as well as, appointed and elected women, the opportunity to meet, exchange information, and network. The luncheon will be held on Thursday, March 24, at 11:30am in the Mayor's Conference Room at City Hall, Room 201.

THIS IS A SOCIAL EVENT. NO COMMISSION BUSINESS WILL BE CONDUCTED.

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KATHERINE MUNTER
Commissioner

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Agenda
Wednesday, April 27, 2005
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter
Vice President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter

Total Estimated Meeting Time: 147 min.

1. CALL TO ORDER/ AGENDA CHANGES 1 min.

5

2. APPROVAL OF MINUTES **ACTION** 2 min.

7/05

Explanatory document - Draft Minutes from March 23, 2005 Meeting

3. PRESIDENT'S REPORT **DISCUSSION** 5 min.

4. EXECUTIVE DIRECTOR'S REPORT **DISCUSSION** 10 min.

a. Explanatory document-The Executive Director's Report discusses the work of the Department through: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

b. Staff Policy Report-Secretary Richard Eijima will give a brief update service statistics.

c. Violence Against Women (VAW) Partner Agency Profile: Institute on Aging

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

5. CONSENT AGENDA DISCUSSION/ACTION 10 min

Action: To approve the Consent Agenda.

a. **Women's Health Month, Res. No. 2005-016:** Resolution recognizing May as Women's Health Month.

b. **AB 220, Res. No. 2005-017:** Resolution supporting Assemblyperson Mark Leno's AB 220, which would change the language of battered women's syndrome.

c. Letter to Governor Schwarzenegger calling for the release of battered women prisoner Linda Lee Smith.

d. Letter to Governor Schwarzenegger calling for the release of battered women prisoner Karen Narita.

e. **AB 450, Res. No. 2005-018:** Resolution supporting Assemblyperson Leland Yee's AB 450, which would prohibit the sale, rental, distribution, and exhibition of violent video games in California to persons who are 16 years of age of younger

f. **AB 775, Res. No. 2005-019:** Resolution supporting Assemblyperson Leland Yee's AB 775, which would prohibit the use of children under the age of 15 as interpreters in hospitals, clinics, and doctor's offices.

g. **Marina Gatto, Res. No. 2005-020:** Resolution recognizing the work of Ms. Marina Gatto as a youth activist.

h. **Mabel Teng, Res. No. 2005-021:** Resolution recognizing the work of Mabel Teng.

i. Letter to the San Francisco School Board regarding sexual assault at Thurgood Marshall Academic High School.

j. Letter to the Police Commission regarding sexual harassment policies.

6. NEW BUSINESS DISCUSSION/ACTION

a. Free Battered Women — Andrea Bible — 10 min.

Ms. Bible will discuss how the Commission and the Department can join outreach efforts to help battered women in prison. Ms. Bible will further discuss the letter campaign to Governor Schwarzenegger on behalf of women who have been granted parole by the California State Board of Prison Terms.

b. Legal Action on Behalf of the Exotic Dancers — James Quadra, Esq. — 10 min.

Mr. Quadra will discuss the concerns he has addressed in representing exotic dancers in the areas of stage fees and piece work in law suits against club owners.

c. San Francisco DNA Lab — Matt Gabriel — 10 min.

Mr. Gabriel will discuss the status of cases at the DNA Lab of the San Francisco Police Department.

d. Community Agency Profile
Mujeres Unidas y Activas — Andrea Lee — 10 min.

Ms. Lee will discuss the work her organization does and its impact on the women and girls of San Francisco.

e. California's Road to Equity Tour — President Shorter — 5 min.

The Commission will consider co-sponsoring the Women's Foundation's Road to Equity Tour.

Action: To approve co-sponsorship.

f. Change to Commission Calendar — President Shorter — 5 min.

The Commission will consider changing the following Commission meeting dates: in June, moving the Commission meeting from June 22nd to June 29, 2005, and in August, moving the Commission meeting from August 24th to August 17, 2005.

Action: To approve Commission calendar changes.

g. San Francisco Women Against Rape (SFWAR) — President Shorter — 15 min.

The Executive Director will give a status update on the Department's actions on SFWAR grant agreements.

h. Sexual Assault in San Francisco's Schools — President Shorter — 10 min.

The Commission will discuss strategies in providing assistance to the San Francisco Unified School District regarding sexual assault prevention and reporting systems in the schools.

7. OLD BUSINESS — DISCUSSION/ACTION

a. Commission Resolutions — President Shorter — 10 min.

The Commission will discuss a policy for consideration of the Commissions for resolutions recognizing an organization, individual, or event
Explanatory document attached.

Action: To adopt a resolution policy.

b. Report on the Labor Conditions of Exotic Dancers
Commissioner Evans — 10 min.

The Commission will hear an update on work being done regarding the labor conditions of the exotic dancers.

c. Outreach Efforts to Immigrant Communities — Commissioner Lee — 10 min.

Commissioner Lee will discuss a detailed action plan for outreach to immigrant communities by the Commission and the Department.

Action: To approve an action plan for outreach.

9. REPORTS — DISCUSSION

a. Justice & Courage — Commissioner Keehn — 5 min.

b. CEDAW Committee — Commissioner Williams — 5 min.

10. PUBLIC COMMENT — DISCUSSION — 2 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.

11. ADJOURNMENT — ACTION — 2 min.

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San Francisco Commission on the Status of Women

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April 27, 2005 COSW Minutes

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Minutes
Wednesday, April 27, 2005
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present	Staff Present
President Andrea Shorter	**Executive Director Emily Murase**
Vice President Angela Williams	**Deputy Director Rosario Navarrette**
Commissioner Andrea Evans	Executive Assistant Bernice Casey
Commissioner Jing Xu Lee	Secretary Richard Eijima
Commissioner Carolene Marks	**Policy Analyst Carol Sacco**
Commissioner Katherine Munter	

- CALL TO ORDER/ AGENDA CHANGES

President Shorter called the meeting to order at 5:06 PM.
Commissioner Keehn was excused.
Commissioner Evans departed at 7:00 PM.
Commissioner Munter departed at 7:28 PM.
No public comment.

- APPROVAL OF MINUTES

Action: Adopted minutes for COSW Meeting, March 23, 2005.
m/s/c (Munter/Williams/Unanimous)

No public comment.

3. PRESIDENT'S REPORT

President Shorter asked Commissioner Lee to report on the successful Working Families Credit press conference on April 8, 2005 with City Treasurer José Cisneros and Chief Administrator Officer Bill Lee. Ms. Lee stated that the

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conference was written up by five newspapers and picked up by two television stations. Commissioner Lee discussed the importance of the Commission being in the public eye and working with other City agencies.

President Shorter thanked Executive Director Emily Murase and the Department for the work they have been doing with a limited staff. She thanked Vice President Williams for her leadership with the Women in Leadership luncheon.
No public comment.

4. EXECUTIVE DIRECTOR'S REPORT

- Executive Director Emily Murase directed the Commissioners to her full report provided in their packets. Ms. Murase provided an update on staffing.

- Staff Policy Report

Secretary Richard Eijima gave a brief update on service statistics. Mr. Eijima said that with the assistance of Ken
Mai, the Department's Youth Intern, he was able to clear the backlog of the last year and a half of backlog data from the Violence Against Women Intervention and Prevention (VAW) Grants Program. Mr. Ejima provided the Commission with a snapshot of quantitative analysis, reviewing services provided by Partner Agencies in the area of educational awareness.

Commissioner Munter asked if a system was now in place to track incoming data.

Mr. Eijima replied that there was a system now in place.

President Shorter thanked Mr. Eijima and stressed the necessity of having such data available.

- Violence Against Women (VAW) Partner Agency Profile: Institute on Aging

Mary Twomey with the Institute on Aging thanked the Commission for inviting her to speak and for the $10,000 in VAW grant money and stated that 2/3 of elder abuse victims are women. Ms. Twomey reviewed the Institute on Aging programs. She said that for every $1 of City money given to the Institute, the agency raised $20. She discussed shelter options available to the elder community. Ms. Twoomey asked for the Commission's help in September when the Institute plans to do a campaign on elder abuse.

Commissioner Marks asked if it was true that only one domestic violence shelter was handicap accessible.

Public Comment.

Beckie Masaki, from the Asian Women's Shelter, said that La Casa de las Madres and the Asian Women's Shelter were ADA (American Disability Act) accessible. Ms. Masaki said that the Asian Women's Shelter was working with Rosalie House to bring that agency into compliance.

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- CONSENT AGENDA

President Shorter moved to postpone the resolution recognizing Mabel Teng.

Action: Approved Amended Consent Agenda.
m/s/c (Marks/Shorter/Unanimous)

No public comment.

- Assemblyperson Mark Leno's AB 220, which would change the language of battered women's syndrome. Res. No 2005-017

- **The Commission sent a letter to Governor Schwarzenegger calling for the release of battered women prisoner Karen Narita.**

- **Resolved, That the Commission supports Assemblyperson Leland Yee's AB 450, which would prohibit the sale, rental, distribution, and exhibition of violent video games in Californiato persons who are 16 years of age of younger. Res. No. 2005-018**

- **Resolved, That the Commission supports Assemblyperson Leland Yee's AB 775, which would prohibit the use of children under the age of 15 as interpreters in hospitals, clinics, and doctor's offices. Res.No. 2005-019**

- recognizes the work of Ms. Marina Gatto as a youth activist. Res. No. 2005-020

- **The Commission sent a letter to the San Francisco School Board regarding sexual assault at Thurgood MarshallAcademicHigh School.**

- **The Commission sent a letter to the Police Commission regarding sexual harassment policies.**

6. NEW BUSINESS

a. Free Battered Women

Andrea Bible gave an overview of Free Battered Women, a statewide coalition advocating for incarcerated survivors of domestic violence. Ms. Bible stated that the majority of 10,000 women in prison are survivors of domestic violence and their crimes are directly related to that abuse. Ms. Bible encouraged the Commission to continue to write letters on behalf of women in prison as they had done at today's meeting on behalf of Linda Lee Smith and Karen Narita.

Commissioner Marks thanked Ms. Bible for her presentation and her work.

No public comment.

- Legal Action on Behalf of the Exotic Dancers

Mr. James Quadra discussed his representation of exotic dancers in two class action suits against the Gold Club and the Mitchell Brothers. Mr. Quadra reviewed the tactics used by exotic dance clubs to illegally deprive dancers of tips and wages; tactics he stated were City-wide. He cited the unlawful practices of having dancers pay stage fees; pay for custom costs; be denied meal breaks; and subject to piece rate wage calculations.

Commissioner Munter asked who the defendants were in the cases.

Mr. Quadra said he represented approximately 400 dancers against the Mitchell Brothers and approximately 500 dancers against the Gold Room. In October of 2005, discovery motions will be made in the case against the Gold Room.

Commissioner Evans asked about the involvement of the California Labor Commission.

Mr. Quadra said that 10 to 15 dancers have pending complaints with the Labor Commission. Historically, the Labor Commission has encouraged dancers to take $2,500 settlements from the club owners.

Mr. Quadra will discuss the concerns he has addressed in representing exotic dancers in the areas of stage fees and piece work in law suits against club owners.

President Shorter thanked Mr. Quadra for his testimony.

- San Francisco DNA Lab

Mr. Matt Gabriel discussed the status of cases at the DNA Lab of the San Francisco Police Department. He provided an overview of the lab and staffing. Mr. Gabriel indicated that four new technicians had been hired. There are eight criminalists on staff, and each criminalist has 15-30 cases at one time. Mr. Gabriel said that the DNA Lab had been very proactive in seeking additional funding in the form of capacity enhancement grants and like.

President Shorter thanked Mr. Gabriel for his presentation.

Public Comment.

John Kelly, a member of the public, said that he had additional information which showed a serious backlog of cases.

Mr. Gabriel stated that he had the most current data regarding the backlog.

d. Community Agency Profile-Mujeres Unidas y Activas

Andrea Lee discussed the work of Mujeres Unidas y Activas and its impact on the women and girls of San Francisco, especially immigrant women. Ms. Lee said that the work of Mujeres Unidas y Activas was to help individual women in their lives. Ms. Lee asked two clients to talk about their experiences.

Benita said that she had been working with Mujeres Unidas y Activas for five years. She said that she had participated in the Caring Hand training which provided skills in elder care. She said that she also developed skills which allowed her to stand up for herself and to respect herself.

Emma said that her work with Mujeres Unidas y Activas has improved her self esteem and the assistance helped her understand and know her rights, as a worker. She has participated in protests to protect workers' rights.

Ms. Lee thanked the Commission for her to share about her organization and said that she would be inviting the Commission to the 15th Anniversary of Mujeres Unidas y Activas.

e. California's Road to Equity Tour

President Shorter asked the Commission to consider co-sponsoring the Women's Foundation's Road to Equity Tour.

Action: Approved Co-sponsoring Road to Equity Tour.
m/s/c (Williams/Lee/Unanimous)

No public comment.

- Change to Commission Calendar

President Shorter asked the Commission to consider changing the following Commission meeting dates: in June, moving the Commission meeting from June 22nd to June 29, 2005, and in August, moving the Commission meeting from August 24th to August 17, 2005.

Commissioner Marks asked why the changes needed to be made.

Executive Director Emily Murase explained that the changes were based on staff scheduling conflicts and coverage.

Action: Approved Commission calendar changes
m/s/c (Williams/Lee/Unanimous)

Executive Director Murase thanked the Commission

- San Francisco Women Against Rape (SFWAR)

Executive Director Murase informed the Commission that the Department terminated SFWAR's contracts on April 20, 2005 due to contract violations. Ms. Murase said that Department would be working closely with the SFWAR Board and Executive Director Nina Jusuf. Ms. Murase said she would be meeting with them on a monthly basis to improve operations so that compliance would not be an issue with any future funding.

Deputy City Attorney Amy Ackerman stated that this was a discussion item and as such, the Commission did not have an action to take. Ms. Ackerman said that the Commission sets policy for the Executive Director and the Department. She said administering the grants fall under the purview of the Executive Director.

Public Comment.

Nina Jusuf, Executive Director of SFWAR, thanked the Commission and the Department for a positive collaboration. She said that SFWAR was taking the issue of contract compliance seriously. She said that SFWAR was the only community-based rape crisis center in San Francisco. Ms. Jusuf said that she looked forward to working with the Commission and the Department in the future.

Lisa Thomas-Adeyemo, with SFWAR, discussed SFWAR's approach to counseling. She said that each survivor is viewed as their own ultimate expert. Ms. Thomas-Adeyemo said in the peer approach, counselors are allowed to "walk" beside the survivor. She said that funding from the Commission and the Department had allowed this type of counseling to take place.

Patricia Burns, with SFWAR, discussed the historical importance of the work of SFWAR. Ms. Burns said that SFWAR wanted to work closely with Executive Director Murase. She talked about the precious role SFWAR has in the community and the work with survivors is central to the overall work of SFWAR.

Nisha Anand, with SFWAR, discussed the work done within SFWAR's prevention and education programs. Ms. Anand talked about how SFWAR staff was at the hospitals with survivors and available on the 24-hour hotline. She talked about the programs in the schools and how massive education cuts had eliminated programs. Ms. Anand stressed the importance of getting funding back so that the work could continue.

Beverly Upton, with the Domestic Violence Consortium (DVC), stressed the importance of having activist services in the community. She said that not everyone wanted to access institution-based services and that SFWAR was the only community-based rape crisis center. She offered the services of the DVC to bring agencies closer together.

Beckie Masaki, from the Asian Women's Shelter, said that SFWAR provided a lifeline for survivors of sexual assault. She talked about the danger of cutting funding as we are about to cross into a new fiscal year and that the cuts send a message to the community that services may not be available. She asked that services be allowed to continue while work is being done on contract compliance.

Cindy Lecue, a former employee of SFWAR, acknowledged the services SFWAR has provided to the community. However, she stressed the need to be accountable to clients. Ms. Lecue said that political views should not be asserted when meeting client needs. Ms. Lecue said that when she raised these concerns within SFWAR she was dismissed.

Daisy Anarchy, with Sex Workers Organized for Civil and Human Rights, talked about the work SFWAR had done with sex workers who were survivors of sexual assault. Ms. Anarchy said that SFWAR empowered them in a holistic way.

President Shorter thanked everyone from coming forward. She said that she was looking forward to the continued dialogue between SFWAR and the Department.

h. Sexual Assault in San Francisco's Schools

Executive Director Emily Murase reviewed the work the Department had done in the past with the San Francisco Unified School District regarding sexual assault prevention and reporting systems in the schools.

President Shorter asked that the Department to arrange meetings with the Board President and the

Superintendent regarding this issue.

No public comment.

7. OLD
BUSINESS

a. Commission Resolutions

The Commission discussed a policy for consideration of the Commissions for resolutions recognizing an organization, individual, or event.

Action: Approved a resolution policy.
m/s/c (Williams/Munter/Unanimous)

No public comment.

b. Report on the Labor Conditions of Exotic Dancers

Commissioner Munter said the Deputy City Attorney Dorji Roberts would have draft legislation available at the May 25, 2005 COSW meeting.

Acting Policy Analyst Bernice Casey provided the Commission with a report of the work the Department has been doing in this area.

Public Comment.

Daisy Anarchy, Sex Workers Organized for Civil and Human Rights, stressed the need to continue to push for enforcement and suggested inviting representatives from the Police Department, the District Attorney's Office, and the Labor Commission to come before the Commission at a later time to report on progress to date.

- Outreach Efforts to Immigrant Communities

Commissioner Lee discussed the responsibility of the Commission to provide outreach to immigrant communities. She asked that the Commission consider developing a detailed action plan and timeline.
President Shorter stated that this work was not new to the Commission but an ongoing issue of concern. She suggested utilizing radio and written media to outreach to immigrant communites.

Commissioner Lee suggested a roundtable discussion with the ethnic media in June to ask for their help and ideas about outreach.

Commissioner Munter suggested more community meetings to make the public more aware of the work of the Commission.

President Shorter issued a challenge to the Commission. She suggested that Commissioners think critically of how to make the Commission more visible to the public and events the Commission could undertake on a quarterly basis.

Executive Director Emily Murase suggested identifying resources within the Commission, the Department, and the

Partner Agencies. She suggested that the Commission revisit the Strategic Plan at the June 29, 2005 Commission meeting. Ms. Murase said the Strategic Plan must cover three fiscal year periods and that the new Strategic Plan contains a section regarding outreach to immigrant communities.

Vice President Williams said that outreach efforts should happen to all communities. Ms. Williams asked that the Commission consider how to increase its additional visibility.

Commissioner Marks suggested having a community meetings and to bring solutions to the community about the issues that have been raised.

Public Comment.

Beckie Masaki, from Asian Women's Shelter, thanked Commissioner Lee for raising outreach to immigrant communities. Ms. Masaki discussed the outreach efforts already being undertaken by the Partner Agencies, including the Asian Women's Shelter. She said that the Asian Women's Shelter could provide crisis services in over 20 languages.

Beverly Upton, from the Domestic Violence Consortium, thanked Commissioner Lee. Ms. Upton urged the Commission to look to the community for a wealth of expertise such as API Legal Outreach.

Nina Jusuf, from SFWAR, asked that SFWAR be involved in collaboration. She said that immigrant outreach is part of the ongoing work at SFWAR. Ms. Jusuf said that SFWAR was able to offer services in ten languages.

President Shorter thanked everyone for their comments. She asked that the Commission continue the discussion at the June Commission meeting.

8. REPORTS DISCUSSION

a. Justice & Courage

Executive Director Murase gave a brief update. She reported that the Justice & Courage Oversight Panel had recognized the work of Deputy Director Rosario Navarrette at the last meeting. Ms. Murase said members of the Oversight Panel, Department staff, and members of the Commission had met with District Attorney Kamala Harris, Police Chief Heather Fong, and Public Defender Jeff Adachi.

Ms. Murase said that Police department was considering swapping the Domestic Violence Response Unit office space with the Homicide Unite, to the detriment of domestic violence survivors. The Domestic Violence Response Unit family-friendly waiting room was being moved within the Police Department. A letter expressing these concerns will be forwarded to Chief Fong.

- CEDAW Committee

Commissioner Williams reported that the Committee discussed the upcoming May 16th Women's Health Summit.

Public Comment.

Daisy Anarchy, Sex Workers Organized for Civil and Human Rights, said the Domestic Violence Response Unit was scheduled to be moved to make room for the Homicide Unit because of the technology within the Domestic Violence Unit. She urged the Commission to talk about this issue and others with Chief Fong.

Commissioner Marks asked that homelessness be discussed at the next Commission meeting.

9. PUBLIC COMMENT

No public comment.

• ADJOURNMENT

President Shorter reminded everyone that April 28th was Take Your Daughters and Sons to Work Day.

President Shorter adjourned the meeting at 7:46 PM.

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Suite 130, San Francisco, CA 94102
http://www.sfgov.org/cosw
(415) 252-2570 FAX (415) 252-2575
email: cosw@sfgov.org

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Tuesday, May 3, 2005
2:30 PM
City Hall, North Light Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Andrea Shorter
Vice President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter

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On May 3, 2005, the Women's Foundation of California will embark on a month-long tour throughout the state. At each stop will br listening sessions to bring together diverse members of each local community including community leaders, government officials, community-based organizations and funders. These events will provide opportunities for women, girls and their families to share local challenges and to discuss solutions for change. In the Fall, a report in Sacramento summarizing the Tour's findings will be released. The Commission will not discuss Commission business at this event.

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CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Agenda
Special Meeting

Thursday, May 5, 2005
12:00 PM
City Hall, Room 34
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter
Vice President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter

Total Estimated Meeting Time: 35 min.

1. CALL TO ORDER/ AGENDA CHANGES 1 min.

CONSENT AGENDA

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There are no consent items at this time.

2. NEW BUSINESS DISCUSSION/ACTION

a. Evaluation Criteria President Shorter 15 min.

The Commission will discuss the criteria to be utilized in the performance evaluation of Executive Director Emily Murase.

Action: To approve the criteria for the performance evaluation of Executive Director Emily Murase.

b. Strategic Plan President Shorter 15 min.

The Commission will review the current Fiscal Year 2004-2005 Strategic Plan.

3. PUBLIC COMMENT DISCUSSION 2 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.

4. ADJOURNMENT ACTION 2 min.

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San Francisco Commission on the Status of Women

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May 25, 2005 COSW Community Meeting

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Agenda
Wednesday, May 25, 2005
5:00 PM
Chinatown Branch Library
1135 Powell Street@ Jackson
San Francisco, CA 94108

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter ***Commissioner Jing Xu Lee***
Vice President Angela Williams
Commissioner Carolene Marks
Commissioner Andrea Evans
Commissioner Katherine Munter
Commissioner Dorka Keehn

Total Estimated Meeting Time: 127 min.

- **CALL TO ORDER/ AGENDA CHANGES** 1 min.
- **APPROVAL OF MINUTES**
  ACTION 2 min.

Explanatory document - Draft Minutes from April 27, 2005 Meeting
Draft Minutes from May 5, 2005 Meeting

3. PRESIDENT'S REPORT
DISCUSSION **5 min.**

4. EXECUTIVE DIRECTOR'S REPORT DISCUSSION
10 min.

1. Explanatory document-The Executive Director's Report discusses the work of the Department: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

1. Staff Policy Report-Acting Policy Analyst Bernice Casey will give a report on Women's Health.

1. Community Youth Center

CONSENT AGENDA

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5. CONSENT AGENDA
DISCUSSION/ACTION 5 min

Action: To approve the Consent Agenda.

a. Letter to Governor Schwarzenegger regarding his comments on immigration and border control.

- **Letter to Assemblymember Sally Lieber in support of AB 22, Human Trafficking, which e**stablishes the trafficking of adults and minors as crimes punishable as felonies.

- **Letter to Senator Sheila Kuehl in support of SB 840, the California Health Insurance Reliability Act, which would provide affordable, and reliable health insurance coverage to all Californians.**

6. NEW BUSINESS DISCUSSION/ACTION

a. The SAGE Project Norma Hotaling
5 min.

Ms. Hotaling will discuss the work SAGE has done in San Francisco to combat the trafficking in the sex industry.

b. Profiles of Agencies Providing Services to Immigrant and Asian Pacific Islander Communities 75 min.

The agencies and individuals will discuss the work they are doing in providing services and outreach to immigrant communities.

Asian Pacific Islander Legal Outreach
A representative will discuss their work in form of services and outreach to immigrant communities.
Asian Perinatal Advocates
Executive Director Mai-Mai Ho will discuss her organizations work in form of services and outreach to immigrant communities.

Asian Women's Shelter
Executive Director Beckie Masaki will discuss her organizations work in form of services and outreach to immigrant communities.

Donaldina Cameron House
Executive Director Doreen Der-McLeod will discuss her organizations work in form of services and outreach to immigrant communities.

Gum Moon Women's Residence
Executive Director Gloria Tan will discuss her organizations work in form of services and outreach to immigrant
communities.

Lupe Niumeitolu, faculty member at New College, will discuss her work with the Tongan community.

Chinatown Public Health
A representative will discuss their organizations work in form of services and outreach to immigrant communities.

Chinese for Affirmative Action
Policy Director Luna Yasui will discuss the work of her organization does and its impact on women especially immigrant women.

Chinese Newcomers Service Center
Executive Director Julia Ling will discuss the work her organization does and its

imapact on women especially immigrant women and job training.
League of Women Voters of San Francisco
Executive Director Virginia Grandi will discuss the work of her organization and its impact on women's political and civic participation.

NICOS Chinese Health Coalition
Executive Director Kent Woo will discuss the work his organization does and its impact on women's health.

Vietnamese Youth Development Center
Executive Director Maria Su will discuss the work her organization does and its impact on women and girls.

c. Human Rights Campaign Krishanti Dharmaraj 5 min.

Ms. Dharmaraji will discus the Human Rights Campaign and upcoming local hearings on the issue.

7. OLD BUSINESS DISCUSSION/ACTION

a. Report on the Labor Conditions of Exotic Dancers Commissioner Evans 5 min.

The Commission will hear an update on work being done regarding the labor conditions of the exotic dancers and review draft revisions made to City codes.

8. REPORTS **DISCUSSION**

a. Justice & Courage Commissioner Keehn 5 min.

b. CEDAW Committee Commissioner Williams 5 min.

9. PUBLIC COMMENT DISCUSSION 2 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.

10. ADJOURNMENT ACTION 2 min.

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San Francisco Commission on the Status of Women

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May 25, 2005 COSW Minutes

COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco

Minutes
Wednesday, May 25, 2005
5:00 PM

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1135 Powell Street @ Jackson
San Francisco, CA 94108

Public comment will be heard before and/or during each agenda item.

Members Present **Staff Present**
President Andrea Shorter **Executive Director Emily Murase**
Vice President Angela Williams **Executive Assistant Bernice Casey**
Commissioner Andrea Evans Secretary Richard Eijima
Commissioner Jing Xu Lee Policy Analyst Carol Sacco
Commissioner Carolene Marks
Commissioner Katherine Munter

- **CALL TO ORDER/ AGENDA CHANGES**

  Commissioner Marks called the meeting to order at 5:12 PM.
  President Shorter arrived at 5:36 PM.
  Vice President Williams arrived at 6:00 PM.
  Commissioner Keehn was excused.
  No public comment.

- **APPROVAL OF MINUTES**

Action: Adopted minutes for COSW Meeting, April 27, 2005 .
m/s/c (Munter/Evans/Unanimous)

Action: Adopted minutes for COSW Meeting, May 5, 2005 .
m/s/c (Munter/Lee/Unanimous)

No public comment.

3. PRESIDENT'S REPORT

The President's Report was waived.

No public comment.

4. EXECUTIVE DIRECTOR'S REPORT

1. Executive Director's Report

Executive Director Emily Murase reviewed her Executive Director's Report. She recognized the work of Department staff in putting on the May 17 *CĂPICIDAD: Building Capacity Workshop 2005* for Partner Agencies. Ms. Murase recognized visiting San Diego Commission on the Status of Women Commissioner Morgan McDaniel. Ms. Murase referred the Commissioners to their Commission packet for a full report.

1. Staff Policy Report

Acting Policy Analyst Bernice Casey directed the Commissioners to their Commission packet for her staff report on Women's Health.

1. Community Youth Center (CYC)

Ami Komoto, Young Asian Women Against Violence Peer Leader Advisor, discussed the programs CYC currently has in the San Francisco public schools. The young peer leaders discuss dating violence and facilitate group workshops. The program has also put out two anti-harassment Public Service Announcements targeting youth. Ms. Komoto asked one of the Peer Leaders, Betty, to speak. Betty said her work with Young Asian Women Against Violence made her feel more involved in the community. She enjoyed meeting other people through her CYC-led activities, including website designing and rock climbing. Betty said that her work helped her better understand community problems.

No public comment.

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Consent Agenda.

5. CONSENT AGENDA

Action: Approved Consent Agenda.
m/s/c (Munter/Evans/Unanimous)

No public comment.

a. The Commission sent a letter to Governor Schwarzenegger regarding his comments on immigration and border control.

- **The Commission sent a letter to Assemblymember Sally Lieber in support of AB 22, Human Trafficking, which e**stablishes the trafficking of adults and minors as a felony crime.
- **The Commission sent a letter to Senator Sheila Kuehl in support of SB 840, the California Health Insurance Reliability Act, which would provide affordable and reliable health insurance coverage to all Californians.**

6. NEW BUSINESS DISCUSSION/ACTION

a. The Standing Against Global Exploitation (SAGE) Project

Ms. Norma Hotaling provided an overview of the work SAGE, with an emphasis of the work done in San Francisco to combat trafficking in the sex industry. Ms. Hotaling talked about her work with other non-government organizations (NGOs) in the area of trafficking. She discussed the work currently being done to get trafficked victims government benefits, including special visa status. She talked about the rescue of 12 Korean women from a licensed massage parlor. She said 8 of the women were receiving benefits, such as ESL classes and vocational training.

Executive Director Murase recognized Ms. Hotaling's instrumental work towards establishing a six-bed residential center, the first in the nation, which acts as a safe house for girls who have been exploited in the sex industry.

b. Profiles of Agencies Providing Services to Immigrant and Asian Pacific Islander Communities

Partner Agencies and community agencies discussed the work they are doing in providing services and outreach to immigrant communities.

Asian Pacific Islander Legal Outreach (APILO)

Karitha Sreeharsha, a staff attorney with APILO, discussed local state legislation on trafficking, AB 22, and talked about the work of APILO. API has 20 staff, of which 9 are attorneys, which speaks 15 languages. APILO identifies needs in immigrant communities and works with the community to meet those needs. At times, APILO provides the only support system to new immigrants seeking services.

Commissioner Lee asked how many people [immigrants] API served [in a fiscal cycle].
Ms. Sreeharsha said that APILO served 500 Asian immigrants, some of whom were very isolated in their community.
Executive Director Murase asked how the Commission and the Department could help APILO.
Ms. Sreeharsha said that outreach was needed to continue services to help increase awareness about anti-violence programs in the City.

Asian Perinatal Advocates

Executive Director Mai-Mai Ho discussed her organization's work and outreach to immigrant communities. Ms. Ho explained that the make-up of their domestic violence case load is 25% Chinese and 50% Filipino. Ms. Ho talked about the partnerships Asian Perinatal Advocates has developed in the Chinese, Laotian, Cambodian, Filipino, and Samoan communities. The home visit program addresses two important issues: breaking the cycle of violence and building self-esteem. The home visits continue for a year and utilize a culturally accepted model for each community. Asian Perinatal Advocates' educational and outreach component encompasses efforts at street fairs, festivals, in temples and in workshops.

Visie Malanes, a Filipina partner to Asian Perinatal Advocates, discussed a broader safety program, encompassing intervention, shelter, safety planning, and services such as SFWAR's self-defense classes.

Asian Women's Shelter(AWS)

Executive Director Beckie Masaki discussed her organization's work and outreach to immigrant communities. Ms. Masaki began by talking about the clients AWS serves: 95% are immigrant women and 85% don't speak English. AWS has a 24/7 shelter for women and children; provides crisis services, and queer Asian women services; and works with other NGOs collaboratively in the areas of anti-trafficking and Asian women's domestic violence prevention. Ms. Masaki said that outreach was a way to build a diverse community and to end domestic violence by engaging the community.

Silvia Sweiden of AWS discussed the work she did within the Arab immigrant community.

Jee Suthamwanthanee of AWS talked about the multilingual model employed at AWS and its impact on communities. Specifically, she talked about the work she had done in Thai temples to educate people about domestic violence.

Geene Gonzales of AWS discussed the strategies utilized for queer and transgender Asian women in the area of violence.

President Shorter thanked AWS for their presentation.

Donaldina Cameron House

Executive Director Doreen Der-McLeod discussed her organization's work and outreach to immigrant communities. Ms. Der-McLeod talked about the history of Donaldina Cameron House which began in 1874. Ms. Der-McLeod discussed the services they provide such as counseling for marriage, personal well-being, gambling, as well as case management, and programs for children who have witnessed violence in their home. Donaldina Cameron House also has employment and outreach components and works in collaboration with AADV (Asian Alliance Against Domestic Violence). Together with AADV, Donaldina Cameron House held a press conference on elder abuse and domestic violence. Ms. Der-McLeod discussed work doing faith-based outreach in the Bay Area.

President Shorter asked what type of challenges [Donaldina Cameron House] faced in working with the faith based communities.

Ms. Der-McLeod said that there is sometimes resistance because of NIMBY (not in my back yard). She said that Donaldina Cameron House has the ability to offer language assistance and educational outreach.

Gum Moon Women's Residence

Executive Director Gloria Tan discussed her organization's work and outreach to immigrant communities. Ms. Tan talked about the 136 year history of Gum Moon and its origins. Gum Moon provides housing for women. Currently, they have 30 women of which 1/3 are domestic violence survivors. The services
focus on Asian immigrants, with an emphasis on culturally appropriate models. In addition to housing, Gum Moon offers many other programs, from ESL classes to employment services.

Commission Munter asked how long women generally stay at the residence.

Ms. Tan said that the average stay is from 18-24 months, after which clients move on to permanent housing.

Commissioner Lee asked how long women could stay and where they went next.

Ms. Tan said that some women stay as long as three years. Clients are encouraged to pair up as roommates when trying to locate permanent housing.

Commission Marks asked what type of training is provided to help women become self-sufficient.

Ms. Tan said that Gum Moon offers ESL classes, computer classes, and job classes. This year Gum Moon will start financial education workshops.

Chinatown Public Health

Ms. Lei-Chun Fung from the Department of Public Health's Chinatown Clinic gave an overview of the nine community clinics in San Francisco and discussed Chinatown Clinic's work in form of services and outreach to immigrant communities. At the Chinatown Clinic, the following services are provided: primary care, prenatal care, family planning, breast cancer, diabetes, eye check [mobile van that comes once a week], and children with disabilities. Ms. Fung said that the clinic was facing a 20% budget reduction. Ms. Fung said that each of the nine community clinics provide community-oriented care. She said that there was [in some communities] a deep-seated stigma associated with cancer. The community clinics which are able to provide a continuum of care are threaten with budget cuts.

A patient at the Chinatown Clinic shared her story. She said that she had breast cancer and was discriminated against by her husband's family. She received help from the Chinatown Clinic's cancer unit.

Commissioner Marks thanked Ms. Fung and the patient who had come forward. She thanked the patient for her sharing her story and acknowledged her courage. She asked Ms. Fung if the cancer services that were provided addressed the exam needs of disabled women.

Ms. Fung said that currently there are not specific services.

Chinese for Affirmative Action

Policy Director Luna Yasui discussed the work of her organization and its impact on women, especially immigrant women. Ms. Yasui talked about three policy areas: 1) jobs for women in non-traditional areas such as construction, trade, and civil services; 2) locating work for and retraining of former garment workers; and 3) neighborhood work in high-need areas such as Visitation Valley.

Executive Director Murase talked the childcare provider training program offered by the City at no cost and asked Ms. Yasui to contact her if she had questions about the program.

Chinese Newcomers Service Center

Executive Director Julia Ling discussed the work of her organization and its impact on immigrant women in the areas of job training. Ms. Ling said that the Service Center had been providing services for 35 years. The Service Center offers services to immigrants and limited English in the areas of employment, job readiness, and literacy. When the Levi Straus San Francisco plant in San Francisco laid off workers in 2000, 100 women lost their jobs and only 20% have been placed.

League of Women Voters of San Francisco

Ms. Judy Sanford discussed the work of her organization and its impact on women's political and civic participation. The League of Women Voters has been around for 80 years. It helps citizens be more active in their government and at its core are voter services. She encouraged people to go to www.smartvoter.org to learn more about voting in their local, state, and federal elections.

NICOS Chinese Health Coalition

Executive Director Kent Woo discussed the work his organization does and its impact on women's health. Mr. Woo said the mission of NICOS is enhancing health and well-being in the Chinese community through advocacy, research, and coalition building. He said there were 152,000 Chinese in San Francisco, which is 20% of the overall population: 70% are foreign-born, 23% are non-American, 42% of adults are limited English speakers, and 20% earn $15,000 or less annually. Mr. Woo discussed health issues in the Chinese community. When the overall population has 0.1% Hepatitis B infection rate the Chinese community has a 10% infection rate. He also discussed the Gambling Project.

Commissioner Evans left at 7:02 PM.

Vietnamese Youth Development Center

Executive Director Maria Su discussed the work her organization does and its impact on women and girls. She gave an overview of the history of her organization which started in 1979. Ms. Su said that the organization served all Southeast Asians, including Cambodians, Thais, and Laotians. Their clients are primarily adolescents and they serve ages 11-21. The Vietnamese Youth Development Center has a leadership program, a juvenile justice youth awareness component, job placement, and prevention services in the areas of substance abuse, truancy, and violence, and a research development component. Ms. Su said they also have programs for parents which teach parents how to advocate for their children.

President Shorter thanked everyone for their presentations and encouraged the Commission to continue these discussions.

Public Comment

Nina Jusuf, from SFWAR, talked about the work her organization does for immigrant women. SFWAR makes services available in many languages. Ms. Jusuf said that some women can barely talk about sexual violence and that SFWAR provides a safe place for women have a place to talk. She talked about the self-defense courses SFWAR has sponsored in the Filipino community as well as a course for mother and daughters.

c. Human Rights Campaign Krishanti Dharmaraj

Ms. Dharmaraj was not present. The item was moved to the June Commission meeting.

No public comment.

7. OLD BUSINESS

a. Report on the Labor Conditions of Exotic Dancers

Commission Munter said that she had spoken with Deputy City Attorney Dorji Roberts and that he would come before the Commission with draft code language.

Acting Policy Analyst Bernice Casey gave an overview of the work of the Department and talked about changes that have been drafted by the Department and the Sex Workers Union and submitted to Deputy City Attorney Dorji Roberts.

Public Comment.

Michael Polysunki, a member of the public, informed the Commission that he had a web-site, www.exoticdancerslib.com, which detailed information on the exploitation of exotic dancers.

President Shorter informed Mr. Polysunki that he had one minute for public comment.

Mr. Polysunki said that the City of San Francisco had not responded to the issues that had been brought to it. He said that he was in the process of writing a book about the abuse of exotic dancers in San Francisco. He urged people to call the Bay Area Corruption Hotline at 1.800.376.5991, when appropriate.

President Shorter informed Mr. Polysunki that his time was up.

Mr. Polysunki closed by saying that his website and story would be going out nationally and that the last 7 ½ years will be one of the biggest embarrassments [for the City of San Francisco].

Daisy Anarchy, Sex Workers Organized for Labor, Human, & Civil Rights, thanked the Commission and the Department for their hard work in this area.

8. REPORTS DISCUSSION

a. Justice & Courage

Report was postponed to the June Commission meeting.

1. CEDAW Committee

Commissioner Williams said that due to scheduling and staff limitations the last two CEDAW Committee meetings had been canceled.

President Shorter thanked Commissioner Lee for her work in hosting the community meeting.

Commissioner Lee thanked President Shorter, Vice President Williams, and Commissioner Marks for their assistance.

No public comment.

9. PUBLIC COMMENT

Beverly Upton, from the DV Consortium, asked members of the public and Commission to attend the June 23, 2005 Board of Supervisors Budget Hearing and to fight the budget cuts imposed on the Department.

- **ADJOURNMENT**

President Shorter adjourned the meeting at 7:25 PM.

No public comment.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Powell and lines are J, K, L, M and N. Accessible MUNI Lines are the 30 and 45. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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Know Your Rights under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

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San Francisco Commission on the Status of Women

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June 29, 2005 COSW Meeting

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Agenda
Wednesday, June 29, 2005
5:00 PM
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Public comment will be heard before and/or during each agenda item.

Roster:

President Andrea Shorter *Commissioner Jing Xu Lee*
Vice President Angela Williams *Commissioner Carolene Marks*
Commissioner Andrea Evans *Commissioner Katherine Munter*
Commissioner Dorka Keehn

Total Estimated Meeting Time: 107 min.

- **CALL TO ORDER/ AGENDA CHANGES** 1 min.
- **APPROVAL OF MINUTES**
  ACTION 2 min.

Explanatory document - Draft Minutes from May 25, 2005 Meeting

3. PRESIDENT'S REPORT
DISCUSSION **5 min.**

4. **EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION**

10 min.

1. Explanatory document-The Executive Director's Report discusses the work of the Department: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

1. Violence Against Women (VAW) Partner Agency Profile: Arab Cultural & Community Center

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

5. CONSENT AGENDA
DISCUSSION/ACTION 5 min

Action: To approve the Consent Agenda.

- **Gay Pride Month, Res. 2005-021: Resolution recognizing June as Gay Pride Month in San Francisco**

- **Abeer N. Rafidi, Res. 2005-022: Resolution recognizing the contributions of Dr. Abeer Rafidi to the women and girls of San Francisco.**

c. Girls' Advocate for the Public Defender's Office, Res. 2005-023: Resolution urging the Board of Supervisors to continue funding of the Girls' Advocate for the Public Defender's Office

d. Letter to the California State Alcohol Beverage Control regarding the proximity of exotic dancers in permitted *After Hours* exotic dance clubs in San Francisco.

- **Letter to the Federal Labor Commission regarding stage fees in exotic dance clubs.**

- **Letter to Police Chief Fong asking for enforcement of 1060.11 regarding illegal booths in exotic dance clubs.**

- **Letter to the Entertainment Commission asking for information about the owners of exotic dance clubs.**
- **Letter to Police Chief Fong and District Attorney Harris asking about follow-up to the Sexual Assault Task Force May 2004 letter regarding the labor conditions of exotic dancers in San Francisco.**
- **Letter to Governor Schwarzenegger asking for the** release of battered women prisoner Flozelle Woodmore.
- **Response to San Francisco49ers Video, Res. 2005-024: Resolution condemning the San Francisco49ers Video.**
- **United Nations 60th Anniversary, Res.2005-025: Resolution recognizing the 60th Anniversary of the United Nations, which was founded in San Francisco.**

6. NEW BUSINESS DISCUSSION

a. Response to 49ers Video Virginia
Harmon 10 min.

San Francisco Human Rights Commission (HRC) Executive Director Virginia Harmon will discuss the HRC's investigation of the San Francisco 49ers' in-house training film.

1. Response to the murder of Juliette Williams Juanita
Miles 10 min.

Former Commission on the Status of Women Commissioner Juanita Miles will discuss the June 12, 2005 *San Francisco Chronicle* article *Down by the Bay*, which details the murder of Juliette Williamson by her boyfriend
Bruce Brooks.

c. City Code Changes Deputy City Attorney Dorji
Roberts 10 min.

Deputy City Attorney Roberts will review the City code changes he has drafted regarding the labor conditions of exotic dance clubs.

d. Human Rights Campaign Krishanti
Dharmaraj 10 min.

Ms. Dharmaraj will discuss a new, local Human Rights Campaign and upcoming hearings on the issue.

7. OLD BUSINESS DISCUSSION/ACTION

a. Strategic Plan President Shorter 5 min.

The Commission will discuss the updated Strategic Plan.

Action: To approve the Strategic Plan for Fiscal Years 2005-2008.

b. Labor Conditions of Exotic Dancers Commissioner Evans 5 min.

The Commission will hear an update on work being done regarding the labor conditions of the exotic dancers.

1. Community Meetings Commissioner Marks 5 min.

Commissioner Marks will discuss possible locales for the upcoming community meetings.

8. REPORTS DISCUSSION/ACTION

a. Justice & Courage Commissioner Keehn 5 min.

The Commission will discuss candidates for the Justice & Courage Oversight Panel.

Action: To approve the Justice & Courage Oversight Panel candidates.

b. CEDAW Committee Commissioner Williams 5 min.

9. PUBLIC COMMENT DISCUSSION 2 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.

10. CLOSED SESSION DISCUSSION/ACTION

15 min.

a. Public comment on all matters pertaining to the Closed Session.

b. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director

c. Reconvene in open session

Action: Elect whether to disclose any or all discussions or actions taken in closed session (San FranciscoAdministrative Code Section 67.12(a).

11. ADJOURNMENT

ACTION 2 min.

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San Francisco Commission on the Status of Women

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June 29, 2005 COSW Minutes

Wednesday, June 29, 2005
5:00 PM
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present	Staff Present
Vice President Angela Williams	Executive Director Emily Murase, PhD
Commissioner Andrea Evans	Executive Assistant Bernice Casey
Commissioner Jing Xu Lee	Secretary Richard Eijima
Commissioner Carolene Marks	Policy Analyst Carol Sacco
	CEDAW Intern Julie Gamble
	Anti-Trafficking Intern Alexys Vasström

- **CALL TO ORDER/ AGENDA CHANGES**

Meeting was called to order at 5:17 PM.
President Shorter, Commissioners Keehn, and Munter were excused.

No public comment.

- **APPROVAL OF MINUTES**

Action: Adopted minutes for COSW Meeting, May 25, 2005.
m/s/c (Evans/Lee/Unanimous)

No public comment.

3. PRESIDENT'S REPORT

The President's Report was waived.

No public comment.

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- **EXECUTIVE DIRECTOR'S REPORT**

The Executive Director's report was presented before quorum was established.

No public comment.

CONSENT AGENDA

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5. CONSENT AGENDA

Action: Approved Consent Agenda.
m/s/c (Evans/Marks/Unanimous)

No public comment.

- **Resolved,** That the Commission recognizes June as Gay Pride Month. **Res. 2005-021**
- **Resolved,** That the Commission recognizes the contributions of Abeer N. Rafidi. **Res. 2005-022**

c. **Resolved,**That the Commission urges the Board of Supervisors to continue to funding the Girls' Advocate for the Public Defender's Office. **Res. 2005-023**

d. The Commission sent a letter to the California State Alcohol Beverage Control regarding the proximity of exotic dancers in permitted *After Hours* exotic dance clubs in San Francisco.

- The Commission sent a letter to the Federal Labor Commission regarding stage fees in exotic dance clubs.
- The Commission sent a letter to the Entertainment Commission asking for information about the owners of exotic dance clubs.
- The Commission sent a letter to Governor Schwarzenegger asking for the release of battered women prisoner Flozelle Woodmore.
- **Resolved,** That the Commission condemns the San Francisco 49ers Video. **Res. 2005-024**
- **Resolved,** That the Commission recognizes the 60th Anniversary of the United Nations. **Res.2005-025**

6. NEW BUSINESS

a. **Response to 49ers Video**

San Francisco Human Rights Commission (HRC) Senior Compliance Officer Larry Brinkin gave an overview of the HRC's investigation of the San Francisco 49ers' in-house training film. Mr. Brinkin explained that the 49ers, as a contractor with the City for use of Monster Park, was subject to the City's non-discrimination policy. Brinkin reported that the training videos, with its racist, homophobic, and sexist depictions, created a hostile work environment. He explained that the HRC tries to resolve issues through mediation. If mediation fails, sanctions in the Administrative Code, including fines, contract suspension or cancellation, and a permanent ban from City contracts, can be pursued. The respondent is allowed to appeal findings before the HRC. Mr. Brinkin provided a history of complaints about the 49ers that HRC had heard over the years. Mr. Brinkin said that the 49ers organization held two community meetings recently: one in the Lesbian, Gay, Bisexual, Transgender (LGBT) community and one in Chinatown in response to the controversial video. The HRC is currently working with the 49ers to design a better diversity training program. Mr. Brinkin emphasized that the HRC process focuses on contract compliance of the 49er organization, and not on possible negative impacts on the community stemming from the video.

Executive Director Murase gave an overview of the work the Department has done in response to the 49ers video, including an audit of community outreach efforts prior to the airing of the 49ers' video over the past 18 months which revealed that no outreach had been conducted in the LGBT or Asian American communities and only limited outreach to women's organizations (i.e., Susan G. Komen Race for the Cure). She has also contacted the Commissions on the Status of Women of San Mateo and Santa Clara Counties on this issue.

Commissioner Evans asked if the HRC had the authority to enforce recommendations the HRC had made.
Mr. Brinkin explained that the contracting organization, in this case the Department of Recreation and Park, is ultimately responsible for adopting and enforcing sanctions. Nevertheless, the HRC could monitor any training programs that the 49ers developed to ensure that the programs met the outlined requirements.

Public Comment
Alexys Vasström said that she had seen the video and that it was very offensive.

- **Response to the Murder of Juliette Williams**

Former Commission on the Status of Women Commissioner Juanita Miles brought this issue forward, but was unable to attend the meeting. Executive Director Emily Murase summarized her concern that press reports about this murder did not reflect a context of domestic violence. However, in following-up with the District Attorney about how the murder was to be charged, Dr. Murase reported that the perpetrator would be tried for a domestic violence-related murder.

Public Comment
Beverly Upton, Domestic Violence Consortium, said that the press coverage on the incident employed victim blaming. She stressed the need to respond to the press.

The Commission directed the Department to raise these concerns to the editors of the *San Francisco*

Chronicle.

Commissioner Evans suggested writing to the authors of the article as well.

c. **City Code Changes**

Deputy City Attorney Dorji Roberts reviewed the City code changes he has drafted regarding the labor conditions of exotic dance clubs.

Commissioner Marks asked how long before the legislation would be ready to present to the Board of Supervisors. Mr. Roberts said that additional documentation was needed to support the legislation and estimated an additional two to three weeks.

Vice President Williams asked what type of permits the legislation would cover. Mr. Roberts said that it specialized in live entertainment. Commissioner Evans said that she had not seen the legislation but hoped it addressed stage fees.

Public Comment

Daisy Anarchy, Sex Workers Organized for Civil and Human Rights, thanked the Commission and the Department for their work in this area. She asked that the legislation be made available for review before going to the Board of Supervisors. Ms. Anarchy expressed her concerns about police enforcement and pimping and pandering prosecutions by the District Attorney.

Executive Director Murase thanked Mr. Roberts and said that she would address concerns regarding the police and district attorney at future meetings.

Maxine Doogan, a member of the public, urged the Commission to examine all ways money is taken from the dancers by the clubs, including boxes attached to or inside the booths. She encouraged everyone involved in the process of creating legislation to visit the clubs. Mr. Roberts said the proposed legislation prohibits charging the dancers “anything of value”.

d. **Human Rights Campaign**

Ms. Dharmaraj from W.I.L.D. discussed a new, local Human Rights Campaign and upcoming hearings on the issue. Ms. Dharmaraj said that the new initiative combined international treaties to ensure basic human rights for everyone in San Francisco in the areas of housing, health, family, criminal justice, and education. She said that the ordinance will refer to CEDAW. She explained that public hearings would be held in September or October. Ms. Dharmaraj said that the initiative was already supported by District Attorney Kamala Harris, Public Defender Jeff Adachi, and Supervisor Tom Ammiano.

Commissioner Marks asked what the costs of the initiative would be. Ms. Dharmaraj said she was unsure at this time. Commissioner Evans asked when a draft of the initiative would be available. Ms. Dharmaraj said it would be available next week. She said that the initiative would strengthen the rights of all people.

The Commission asked that a letter indicating support in concept be added to the July 27 COSW meeting for Consent Approval.

No public comment.

7. OLD BUSINESS

a. Strategic Plan
Executive Director Murase asked the Commission to review the updated Strategic Plan for adoption at the July 27, 2005 Commission meeting.

No public comment.

b. Labor Conditions of Exotic Dancers
Commission Evans gave an update on the work of the Department.

No public comment.

- **Community Meetings**

Commissioner Marks asked that Commission look at where community meetings have been held in the past and where they should be held in the future. Vice President Williams and Commissioner Marks said they would work together to locate a space for the September meeting.

No public comment.

8. REPORTS

a. Justice & Courage
Oversight Panel members, Emily Murase and Beverly Upton gave an overview of the qualifications of
candidates.

Action: Approved the Justice & Courage Oversight Panel candidates.
m/s/c (Marks/Evans/Unanimous)

- **CEDAW Committee**

Vice President Williams announced that the next CEDAW meeting would be on July 27, 2005, City Hall, Room 034.

No public comment.

9. PUBLIC COMMENT

No public comment.

10. CLOSED SESSION

a. Public comment on all matters pertaining to the Closed Session.

b. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code
Section 67.10(b):
PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director

- Reconvene in open session

The Commission lost quorum during the Closed Session.

11. ADJOURNMENT

The Commission lost quorum during the Closed Session.

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San Francisco Commission on the Status of Women

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July 27, 2005 COSW Meeting

COMMISSION MEETING AGENDA
Wednesday, July 27, 2005
NEW TIME: 4:30 PM
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Andrea Shorter *Commissioner Jing Xu Lee*
Vice President Angela Williams *Commissioner Carolene Marks*
Commissioner Andrea Evans *Commissioner Katherine Munter*
Commissioner Dorka Keehn

Total Estimated Meeting Time: 134 min.

1. **CALL TO ORDER/ AGENDA CHANGES** *1 min.*

2. **CLOSED SESSION** **DISCUSSION/ACTION** *20 min.*

CONFERENCE WITH LEGAL COUNSEL. Pursuant to Government Code Sections 54956.9(a) and
San Francisco Administrative Code Section 67.10(d)(1), the Commission will meet in closed session to confer with legal counsel.

a. Public comment on all matters pertaining to the closed session.

b. Based on advice of legal counsel, vote to assert the attorney-client privilege to confer with and receive legal advice from legal counsel (San Francisco Administrative Code Section 67.10(d)).

c. Closed session to confer with legal counsel regarding:
Existing litigation: State of California Department of Fair Employment & Housing
Martin v. Department of Status of Women
Charge No. E200304A1604-00-RSE/37AA404378
Reconvene in open session.

Action: Elect whether to disclose any or all discussions or actions taken in closed session (San Francisco Administrative Code Section 67.12(a).

3. APPROVAL OF MINUTES ACTION *2 min.*

Explanatory document - Draft Minutes from June 30, 2005 Meeting
Action: To approve draft minutes from June 30, 2005.

4. PRESIDENT'S REPORT DISCUSSION *5 min.*

5. EXECUTIVE DIRECTOR'S REPORT DISCUSSION *20 min.*

a. Explanatory document-The Executive Director's Report discusses the work of the Department: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

b. Violence Against Women (VAW) Partner Agency Profile: Arab Cultural & Community Center

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

6. CONSENT AGENDA DISCUSSION/ACTION *5 min.*

Action: To approve the Consent Agenda.

a. Maria Cora, Res. 2005-026: Resolution recognizing the contributions of Maria Cora to the lives of the women and girls of San Francisco in the area of health

b. Letter to the Board of Supervisors in support of the Human Rights Initiative.

c. Letter to the Police Commission regarding sexual harassment.

d. Letter to the United States Attorney regarding combating trafficking.

e. Karen Kai, Res. 2005-027: Resolution recognizing Karen Kai, recipient of the Japanese American Citizens League San Francisco Chapter Kay Okamoto Service Award, who has worked tirelessly to advance grassroots efforts in the Japanese American community.

f. Women's Equity Day, Res. 2005-028: Resolution recognizing August 26 as Women's Equality Day.

7. NEW BUSINESS DISCUSSION/ACTION

a. **Violence in the Queer Community** **Representative from CUAV**
10 min.
A representative from Community United Against Violence (CUAV) will provide a report on the work of CUAV in combating violence in the queer community.

b. **Partnership for Promoting Real Solutions** **Representatives from Home Base**
10 min.
A representative from Home Base and other partners will talk about the work of the Partnership and its impact on the homeless in San Francisco .

c. **Women with Disabilities** **Susan Mizner** *10 min.*
Susan Mizner, Director of the Mayor's Office on Disability, will give a brief overview of the challenges and progress for women with disabilities.

d. **At the Crossroads** **Lori Norcia**
10 min.
Ms. Norcia will discuss the outreach efforts of her organization to homeless youth.

e. **Nomination of Officers for 2005-2006** **President Shorter** *5 min.*
The Commission will nominate Commissioners for the positions of President and Vice President of the Commission. Elections will be held at the August 18, 2005

Action: To nominate a President and Vice President for 2005-2006.

f. **Fine Arts Museum Hiring Practices** **Local 790 Representative** *10 min.*
A representative from SEIU Local 790 will discuss the hiring practices of the Fine Arts Museums of San Francisco and the alleged inadequate ratio of women in non-traditional work.

8. OLD BUSINESS DISCUSSION/ACTION

a. **Strategic Plan** **President Shorter** *5 min.*
The Commission will discuss the updated Strategic Plan.

Action: To approve the Strategic Plan for Fiscal Years 2005-2008.

b. **Labor Conditions of Exotic Dancers** **Commissioner Evans** *10 min.*

The Commission will hear an update on work being done regarding the labor conditions of the exotic dancers.

9. REPORTS **DISCUSSION**

a. **Justice & Courage** **Commissioner Keehn**
5 min.

b. **CEDAW Committee** **Commissioner Williams** *5 min.*

10. PUBLIC COMMENT **DISCUSSION** *2 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for COSW's future consideration.

11. ADJOURNMENT **ACTION** *2 min.*

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(Chapter 67 of the San Francisco Administrative Code)

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San Francisco Commission on the Status of Women

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July 27, 2005 COSW Minutes

Wednesday, July 27, 2005
4:30 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco , CA 94102

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Members Present	**Staff Present**
President Andrea Shorter	Executive Director Emily Murase, PhD
Vice President Angela Williams	Executive Assistant Bernice Casey
Commissioner Andrea Evans	Grants Administrator Richard Eijima
Commissioner Dorka Keehn	Justice & Courage Policy Analyst Aparna
Reddi	
Commissioner Jing Xu Lee	Policy Analyst Carol Sacco
Commissioner Katherine Munter	CEDAW Intern Julie Gamble
	Anti-Trafficking Intern Alexys Vasström

- **CALL TO ORDER/ AGENDA CHANGES**

Meeting was called to order at 4:35 .

Commissioner Keehn arrived at 4:55 PM. Commissioner Lee arrived at 5:10 PM . Commissioner Marks was excused.

No public comment.

II. CLOSED SESSION

CONFERENCE WITH LEGAL COUNSEL. Pursuant to Government Code Sections 54956.9(a) and
San Francisco Administrative Code Section 67.10(d)(1), the Commission will meet in closed session to confer with legal counsel.

A. Public comment on all matters pertaining to the closed session.

No public comment.

B. Based on advice of legal counsel, vote to assert the attorney-client privilege to confer with and receive legal advice from legal counsel (San Francisco Administrative Code Section 67.10(d)).

C. Closed session to confer with legal counsel regarding:
Existing litigation: State of California Department of Fair Employment & Housing
Martin v. Department of Status of Women
Charge No. E200304A1604-00-RSE/37AA404378

Reconvened in Open Session at 5:20 PM .
Action: Elected not to disclose any or all discussions or actions taken in closed session (San Francisco Administrative Code Section 67.12(a).
m/s/c (Williams/Munter/Unanimous)

- **APPROVAL OF MINUTES**

Commissioner Keehn asked that the minutes from the June 30, 2005 Commission Meeting be amended as follows: under New Business, Response to 49ers Video be changed to reflect the community outreach efforts of the 49ers before the airing of its in-house training film.

Action: Approved amended draft minutes from June 30, 2005 .
m/s/c (Williams/Evans/Unanimous)

- **PRESIDENT'S REPORT**

President Shorter gave an update on the work the Commission and the Department had done in response to the 49ers in-house training film, including meeting with Chief Administrative Officer Ed Lee and members of the Human Rights Commission.

V. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director Emily Murase introduced the new Justice & Courage Policy Analyst Aparna Reddi.
President Shorter welcomed Ms. Reddi to the Commission and the Department.

Executive Director Murase reviewed her report with the Commission and provided a full written report to each member of the Commission. She stated that add-backs had been placed in the Department's budget, to restore program cuts and increase staff to sufficient levels for the Department. Executive Director Murase acknowledged the work of Grants Administrator Richard Eijima in processing grant agreements for Fiscal Year 2005-2006 in a timely manner. She gave an overview of the response of the Department on the recent trafficking string, Operation Gilded

Cage. Executive Director Murase said she had met with Mayor Newsom and had drafted correspondence the United States Attorney General's office in San Francisco asking that deportation of trafficked victims be postponed until the detained women has sufficient time to make an informed decision on whether to remain in this country or return to their country of origin.

Public Comment

Daisy Anarchy from Sex Workers Organized for Labor, Human, and Civil Rights thanked the Commission and the Department for their work in anti-trafficking. She stated that busts similar to Operation Gilded Cage often disregard the actual needs of trafficked women.

- Violence Against Women (VAW) Partner Agency Profile: Arab Cultural & Community Center

Sally Al-Daher from the Arab Cultural & Community Center provided the Commission an overview of the work of her agency. The Arab Cultural & Community Center has been providing domestic violence prevention services in the community since 1973. Ms. Al-Daher discussed the difficulties in providing thorough statistics on Arabs and Arab-Americans due to collection and grouping, indeed; the Arab and Arab-American community are undercounted by a factor of -3. Ms. Al-Daher said that after 9/11, incidents of violence against women in the Arab and Arab-American community increased. She said that aside of domestic violence prevention services, the Center also offers culturally appropriate programs in English language instructions and other work-related assistance. The domestic violence brochure published with funding from the Commission is the only Arabic brochure on domestic violence in the United States .

President Shorter thanked Ms. Al-Daher for her presentation and stated that the Commission was proud of the work of the Center.

Commissioner Lee asked the average age of women seeking services at the Center.

Ms. Al-Daher said that women seeking services differed in age, but the majority was between 19 and 20.

CONSENT AGENDA

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- **CONSENT AGENDA**

Jovida Guevara-Ross, from the Women's Building, invited the Commission to co-sponsor the Women's Equality Day event on August 26th.

President Shorter asked that the item be placed on the August 18, 2005 agenda.

President Shorter read the resolution honoring Maria Cora into the record.

Maria Cora thanked the Commission for its recognition.

Action: Approved the Consent Agenda.
m/s/c (Munter/Williams/Unanimous)

A. **Resolved**, That the Commission recognized the contributions of Maria Cora to the lives of the women and girls of San Francisco in the area of health. **Res. 2005-026**

B. The Commission sent a letter to the Board of Supervisors in support of the Human Rights Initiative.

C. The Commission sent a letter to the Police Commission regarding sexual harassment.

D. The Commission sent a letter to the United States Attorney regarding combating trafficking.

E. **Resolved,** That the Commission recognized Karen Kai, who has worked tirelessly to advance grassroots efforts in the Japanese American community. **Res. 2005-027**

F. **Resolved**, That the Commission recognized August 26 as Women's Equality Day. **Res. 2005-028**

VII. NEW BUSINESS

A. Violence in the Queer Community

Jennifer Rakowski, Associate Director of Community United Against Violence (CUAV), provided an overview of the work of CUAV in combating violence in the queer community. Ms. Rakowski said that since July 1, there has been a shift in government funding which has impacted shelters servicing the lesbian, gay, bisexual, and transgender (LGBT) communities in California . For example, the LBGT shelter in Fresno had to close its doors. Ms. Rakowski explained that the license fees from gay marriages before they were invalidated by the California Superior Court created additional domestic violence funding. Furthermore, the fact that divorce services are not available to the LGBT community has impacted other services. Ms. Rakowski said that there has been a 7% increase in violence against the LGBT community since the gay marriage licenses initiative and that the violence is a form of hate violence.

Commissioner Keehn asked for three things the Commission could do to combat violence.

Ms. Rakowski asked the Commission to monitor the state situation; to recognize the invisibility of domestic violence in the marriage debate; and to provide basic information on domestic violence and hate violence to the larger community.

B. Partnership for Promoting Real Solutions

Jessica Flintoft, Project Director of Home Base, talked about the work of the Partnership and its impact on the homeless in San Francisco . Ms. Flintoft said that Home Base provided technical and legal services to agencies working to prevent homelessness.

President Shorter asked Ms. Flintoft if the Partnership was related to Mayor Newsom's Care Not Cash program and how it differed from other programs.

Ms. Flintoft said that the Partnership was not related to Care Not Cash. She that the Partnership was having the honest discussions on balancing City initiatives, organizations' goals, and addressing the needs of the homeless.

Commission Munter asked if the Partnership supported Care Not Cash.

Ms. Flintoft said it did not. She said the services she provided to non-profit addressed legal and technical homeless issues with an emphasis on safety.

Executive Director Murase asked if the Partnership did work on the invisible homeless, women.

Ms. Flintoft said that the Partnership recognized the spectrum of homelessness and its impact on women.

President Shorter thanked Ms. Flintoft for her presentation.

C. Women with Disabilities

Susan Mizner, Director of the Mayor's Office on Disability, gave a brief overview of the work of her office. Ms. Mizner provided the Commission with a memo evaluating accessibility in domestic violence shelters. Ms. Mizner recommended that the Commission incorporate the following contract requirements, in to its grant process: 1) a 3-hour training for service providers working with women with disabilities; 2) partnering with agencies to improve communication access, TTY, for clients; and 3) fluency in sign language. In the area of health care, Ms. Mizner said that health providers look at the disability and not the women, which impacts overall preventive health care.

D. At the Crossroads

A representative for At the Crossroads was unable to attend.

E. Nomination of Officers for 2005-2006

President Shorter reviewed the protocols for nomination of officers and thanked the Commission for the honor and pleasure of serving as its President. President Shorter nominated herself for President and Angela Williams for Vice President.

Action: Nominated Andrea Shorter for President and Angela Williams for Vice President for 2005-2006.
m/s/c (Munter/Keehn/Unanimous)

F. Fine Arts Museum Hiring Practices

No representative from SEIU Local 790 was at the meeting. President Shorter asked that the item be postponed.

VIII. OLD BUSINESS

A. Strategic Plan

Executive Director Murase reviewed the Strategic Plan.

Action: Approved the Strategic Plan for Fiscal Years 2005-2008.
m/s/c (Keehn/Evans/Unanimous)

B. Labor Conditions of Exotic Dancers

Commissioner Evans said that she was waiting for edits from Deputy City Attorney Dorji Roberts regarding the legislation. She explained that the legislation focus on labor issues and that more thought needs to be put into penalties for permit violations.

IX. REPORTS

A. Justice & Courage

Commissioner Keehn gave an overview of the work of the Justice & Courage Project. She said that the Oversight Panel is having a retreat in September to discuss the work of the coming year.

- **CEDAW Committee**

Commissioner Williams gave an overview of the work of the CEDAW Committee and discussed the Committee's support of Civil Service Reform and its work to develop CEDAW training city-wide.

X. PUBLIC COMMENT

No public comment.

- **ADJOURNMENT**

Meeting adjourned at 7:14 PM .

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San Francisco Commission on the Status of Women

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August 18, 2005 COSW Meeting

Thursday, August 18, 2005
NEW TIME: 5:30 PM
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Audrea Shorter
Commissioner Jing Xu Lee
Vice President Angela Williams
Commissioner Carolene Marks
Commissioner Andrea Evans
Commissioner Katherine Munter
Commissioner Dorka Keehn

Total Estimated Meeting Time: 112 min.

I. CALL TO ORDER/ AGENDA CHANGES *1 min.*

II. APPROVAL OF MINUTES DISCUSSION/ACTION *2 min.*

Explanatory document - Draft Minutes from July 27, 2005 Meeting
Action: To approve draft minutes from July 27, 2005.

III. PRESIDENT'S REPORT DISCUSSION *5 min.*

IV. EXECUTIVE DIRECTOR'S REPORT DISCUSSION *20 min.*

A. Explanatory document-The Executive Director's Report discusses the work of the Department: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

B. Staff Report-Interns Alexandra Vasström and Julie Gamble will provide the Commission on a report on their work in the areas of human trafficking and gender parity, respectively.

C. Violence Against Women (VAW) Partner Agency Profile: Mary Elizabeth Inn

CONSENT AGENDA

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V. CONSENT AGENDA **DISCUSSION/ACTION** *5 min.*

Action: To approve the Consent Agenda.

A. Hispanic Heritage Month, Res. 2005-029: Resolution recognizing September as Hispanic Heritage Month

B. Elizabeth Aguilar-Tarchi, Res. 2005-030: Resolution recognizing Elizabeth Aguilar-Tarchi's contributions to the Justice and Courage Project.

C. Letter to the Public Health Commission asking for the status of the Office of Women's Health.

D. Paula Jesson, Res. 2005-031: Resolution recognizing the contributions of Deputy City Attorney Paula Jesson to the work of the Commission and the Department.

- Asian Women's Resource Center , Res. 2005-032: Resolution recognizing its 21 years of service to immigrant women and their families.
- "Mother Brown" Barbara Jean Brown, Res. 2005-033: Resolution recognizing posthumously the contributions of "Mother Brown" to the community of San Francisco .
- Income Tax Credit, Res. 2005-034: Resolution recognizing the preservation of the Earned Income Tax Credit
- Elder Abuse Awareness Month, Res. 2005-035: Resolution recognizing September as Elder Abuse Awareness Month.
- Letter to Wu Yee Children's Services recognizing their Butterfly Social 2005 fundraiser.

VI. NEW BUSINESS **DISCUSSION/ACTION**

A. Entertainment Commission **Robert Davis** *10 min.*

Robert Davis, Executive Director of the Entertainment Commission will talk about its work with exotic dance clubs in San Francisco and its policy around issuing permits to exotic dance clubs.

B. Trafficking Legislation and VAWA Act Eric Luce *10 min.*

Assistant Public Defender Eric Luce will discuss his concerns related to current and proposed state and federal legislation that was developed to protect trafficked victims as well as the Violence Against Women Act (VAWA) and how the legislation impacts sex workers.

C. Election of Officers for 2005-2006 President Shorter *5 min.*

The Commission will vote to elect the President and Vice President of the Commission for 2005-2006. At the July 27 meeting, President Shorter and Vice President Williams were nominated for another term.

Action: To elect President Shorter and Vice President Williams as President and Vice President for 2005-2006

D. Commission Retreat President Shorter *5 min.*

The Commission will review the draft agenda for the Commission Retreat on September 23, 2005 .

Explanatory document-Draft Agenda for 09.23.05 Commission Retreat

Action: To approve the agenda for the September 23 Commission Retreat.

E. Concerns Related to Lead in Candy Commissioner Marks *5 min.*

Commissioner Marks will discuss recent articles outlining increased amounts of lead found in candy and the impact on the children of San Francisco .

F. Women's Equality Day President Shorter *5 min.*

The Commission will discuss on its sponsorship of the California Women's Agenda (CAWA) and the Women's Building August 26th Equality Day event.

Action: To sponsor August 26th Equality Day event.

VII. OLD BUSINESS DISCUSSION/ACTION

A Labor Conditions of Exotic Dancers Commissioner Evans *10 min.*

The Commission will hear an update on work being done regarding the labor conditions of the exotic dancers. The Commission will also discuss the status of the legislation being developed by the City Attorney's Office.

Explanatory document-Letter to City Attorney Herrera

Action: To send a letter to City Attorney Dennis Herrera requesting a deadline for the legislation.

VIII.REPORTS DISCUSSION/ACTION

A. Justice & Courage **Commissioner Keehn**
5 min.

Commissioner Keehn will give an update on the work of the Justice & Courage Project.

B. CEDAW Committee **Commissioner Williams** *5 min.*

Commissioner Williams will give an update on the work of the CEDAW Committee and discuss two candidates for the CEDAW Committee: Philip Ginsberg, Human Resources Director, and Sandra Holmes of the Controller's Office to the CEDAW Committee.

Explanatory documents-Resumes

Action: To approve candidates for the CEDAW Committee.

IV. CLOSED SESSION DISCUSSION/ACTION *15 min.*

A. Public comment on all matters pertaining to the Closed Session.

B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director

C. Reconvene in open session

Action: Elect whether to disclose any or all discussions or actions taken in closed session (San Francisco Administrative Code Section 67.12(a).

X. PUBLIC COMMENT DISCUSSION/ACTION *2 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

XI. ADJOURNMENT ACTION
2 min.

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City and County of San Francisco

Commission on the Status of Women

Mayor Gavin Newsom

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

EMILY MURASE, PhD
Executive Director

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COMMISSION MEETING MINUTES

Thursday, August 18, 2005
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present	Staff Present
President Andrea Shorter	Executive Director Emily Murase, PhD
Vice President Angela Williams	Executive Assistant Bernice Casey
Commissioner Dorka Keehn	Grants Administrator Richard Eijima
Commissioner Jing Xu Lee	Justice & Courage Policy Analyst Aparna Reddi
Commissioner Carolene Marks	Policy Analyst Carol Sacco
Commissioner Katherine Munter	CEDAW Intern Julie Gamble
	Anti-Trafficking Intern Alexys Vasström

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I. CALL TO ORDER/ AGENDA CHANGES

The meeting was called to order at 5:40 PM.

Executive Director Murase asked that a letter to Governor Schwarzenegger urging the approval of AB 1768, which would continue funding from the State Restitution Fund to support the Trauma Recovery Center, be added under Consent Agenda through the Imperative Agenda procedure.

Action: Add Imperative Agenda item on letter to Governor Schwarzenegger to Consent Agenda.
m/s/c (Marks/Keehn/Unanimous)

No public comment.

II. APPROVAL OF MINUTES

Commissioner Marks asked for a follow-up on Home Base. Acting Policy Analyst said that she would provide a follow-up at the September meeting.

Action: Approves Minutes from July 27, 2005 Commission Meeting.
m/s/c (Keehn/Williams/Unanimous)

No public comment.

III. PRESIDENT'S REPORT

President Shorter thanked City Attorney Paula Jesson for her work on behalf of the Commission and the Department.

25 Van Ness Avenue, Suite 130
San Francisco, CA 94102

(415) 252-2570
(415) 252-2575 fax

cosw@sfgov.org
www.sfgov.org/cosw

No public comment.

IV. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director Murase reported that the all monies for programs had been restored in the Fiscal Year 2005-2006 Budget and that monies had been allotted for additional staffing for the Department. Executive Director Murase stated that a full report had been provided to the Commissioners in their packets.

Public Comment.
Margaret Kokka from W.O.M.A.N., Inc. extended an invitation to the Commission to attend W.O.M.A.M., Inc.'s Share Our Stories event on September 13, 2005. The event will provide an opportunity to hear first-hand reports from domestic violence survivors.

B. Staff Report

Intern Alexandra Vasström provided the Commission with an overview of the work she completed this summer in the area of human trafficking. Intern Julie Gamble discussed her work compiling a gender parity report.

C. Violence Against Women (VAW) Partner Agency Profile: Mary Elizabeth Inn

Executive Director Kae Lewis gave an overview of the history of Mary Elizabeth Inn. The Inn was founded in 1914 and has provided services to over 42,000 women. The Inn can house 88 women at one time. Ten beds are slotted for women who are victims of domestic violence. Ms. Lewis discussed other supportive programs at the Inn.

Commissioner Marks asked if clients of the Inn worked. Ms. Lewis replied that if women were able to work, an on-site counselor provided job-readiness and preparedness training.

President Shorter thanked Ms. Lewis for her presentation.

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

V. CONSENT AGENDA

Action: To approve the Consent Agenda.

No public comment.

A. **Resolved**, That the Commission recognizes September as Hispanic Heritage Month. **Res. 2005-029**

B. **Resolved**, That the Commission recognizes Elizabeth Aguilar-Tarchi's contributions to the Justice and Courage Project. **Res. 2005-030**

C. The Commission sent a letter to the Public Health Commission asking for the status of the Office of Women's Health.

D. **Resolved**, That the Commission recognizes the contributions of Deputy City Attorney Paula Jesson to the work of the Commission and the Department. **Res. 2005-031**

E. **Resolved**, That the Commission recognizes Asian Women's Resource Center 21 years of service to immigrant women and their families. **Res. 2005-032**

F. **Resolved**, That the Commission recognizes the preservation of the Earned Income Tax Credit. **Res. 2005-034**

G. **Resolved**, That the Commission recognizes September as Elder Abuse Awareness Month. **Res. 2005-035**

H. The Commission sent a letter to Wu Yee Children's Services recognizing the organization's Butterfly Social 2005 fundraiser.

I. The Commission sent a letter to Governor Schwarzenegger urging the approval of AB 1768, which would continue funding from the State Restitution Fund to support the Trauma Recovery Center. Item added under Consent Agenda through the Imperative Agenda.

VI. NEW BUSINESS

A. Entertainment Commission

Robert Davis, Executive Director of the Entertainment Commission, gave a brief summary of the Entertainment Commission. The Commission was founded three years ago and is charged with regulating all forms of entertainment. The Commission has a staff of 3 and works with other City agencies such as the San Francisco Police Department, Planning Department, Department of Building Inspection, Department of Public Health, and the California State Alcohol Beverage Control Agency on enforcement and issuing permits to businesses that provide entertainment. In response to the development of new legislation to protect the labor conditions of exotic dancers, Mr. Davis asked that the Commission consider staffing time to enforce legislation and asked that any legislation show a clear division of roles [between permitting and enforcement].

President Shorter thanked Mr. Davis for his presentation. She asked if he was familiar with the Commission on the Status of Women's request to the City Attorney to draft legislation to protect the labor conditions of exotic dancers.

Mr. Davis said that some members of the Department on the Status of Women had kept him informed of the development of legislation.

President Shorter asked if he had concerns with permitting [under any new legislation] exotic dance clubs.

Mr. Davis asked that any legislation clearly delineate roles for [any] City agencies, discuss the suspension process, and provide community outreach.

Vice President Williams asked when the Entertainment Commission met.

Mr. Davis replied that the Commission met on the first and third Tuesday of every month.

No public comment.

B. Trafficking Legislation and VAWA Act

No one from the Public Defender's Office was available to present.

No public comment.

C. Election of Officers for 2005-2006

Action: Elected President Shorter and Vice President Williams as President and Vice President for 2005-2006.
m/s/c (Keehn/Munter/Unanimous)

No public comment.

D. Commission Retreat

President Shorter reviewed the draft agenda for the Commission Retreat on September 23, 2005 and asked for any changes or edits.

Vice President Williams said she would be out of town, but she would try and call in.

Executive Director Murase said she would check with the City Attorney about [Vice President Williams'] participation and voting via the phone.

Commissioner Munter asked for a time change to 9:30 AM -3:30 PM.

Vice President Williams asked that Economic Development be added to the Strategic Plan.

Action: Approved amended agenda, with a time change and the addition of Economic Development to the Strategic Plan, for the September 23, 2005 Commission Retreat.
m/s/c (Williams/Keehn/Unanimous)

No public comment.

Commissioner Lee left at 7:00 PM.

E. Concerns Related to Lead in Candy

Commissioner Marks discussed recent articles outlining increased amounts of lead found in candy and the impact on the children of San Francisco.

Executive Director Murase suggested that the Department send a letter to the Department of Public Health asking for an update on the work it was doing with this issue.

No public comment.

F. Women's Equality Day

The Commission discussed sponsorship of the California Women's Agenda (CAWA) and the Women's Building August 26th Equality Day event.

Action: Approved sponsorship of the August 26th Equality Day event.
m/s/c (Keehn/Munter/Unanimous)

No public comment.

VII. OLD BUSINESS

A Labor Conditions of Exotic Dancers

Executive Director Murase provided an update on work being done regarding the labor conditions of the exotic dancers. She reviewed the letter to the City Attorney which asked for a timeline to have the draft legislation finalized.

Public Comment.
Daisy Anarchy said thanked the Commission for its work.

Action: Approved sending a letter to City Attorney Dennis Herrera requesting a deadline for the legislation.
m/s/c (Shorter/Williams/Unanimous)

VIII.REPORTS

A. Justice & Courage

Commissioner Keehn gave an update on the work of the Justice & Courage Project. She reviewed the Attorney General's report on domestic violence. She said the report indicated a rate of 63% of noncompliance in batterer programs.

No public comment.

B. CEDAW Committee

Vice President Williams will give an update on the work of the CEDAW Committee on both the gender parity report and the sweatshop-free ordinance. She discussed the qualifications of the two candidates for the CEDAW Committee: Philip Ginsberg, Human Resources Director, and Sandra Holmes of the Controller's Office.

Action: Approved candidates for the CEDAW Committee.
m/s/c (Marks/Keehn/Unanimous)

No public comment.

IV. CLOSED SESSION

A. There was no public comment on all matters pertaining to the Closed Session.

B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director

C. The Commission reconvened in Open Session at 8:20 PM.

Action: Elected not to disclose any or all discussions or actions taken in closed session (San Francisco Administrative Code Section 67.12(a).
m/s/c (Shorter/Munter/Unanimous)

X. PUBLIC COMMENT

No public comment.

XI. ADJOURNMENT

The meeting was adjourned at 8:25 PM.

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San Francisco Commission on the Status of Women

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September 23, 2005, Commission Retreat

Friday, September 23, 2005
Retreat Agenda-REVISED
9:30 AM-3:30 PM
Mission Playground Community Center
19th Street and Linda Street
San Francisco , CA 94110

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Roster:

President Andrea Shorter *Commissioner Jing Xu Lee*
Vice President Angela Williams *Commissioner Carolene Marks*
Commissioner Andrea Evans *Commissioner Katherine Munter*
Commissioner Dorka Keehn

Total Estimated Meeting Time: 6 hours

I. CALL TO ORDER/ AGENDA CHANGES *1 min.*

II. APPROVAL OF MINUTES **DISCUSSION/ACTION** *2 min.*

Explanatory document - Draft Minutes from August 18, 2005 Meeting
Action: To approve draft minutes from August 18, 2005.

III. EXECUTIVE DIRECTOR'S REPORT DISCUSSION *10 min.*

A. Explanatory document-The Executive Director's Report will provide an overview of staffing and budgetary resources.

CONSENT AGENDA

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Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

V. CONSENT AGENDA **DISCUSSION/ACTION** *5 min.*

Action: To approve the Consent Agenda.

- Domestic Violence Awareness Month, Res. 2005-035: Resolution recognizing October as Domestic Violence Awareness Month and the work of the Partner Agencies.

B. "Mother Brown" Barbara Jean Brown, Res. 2005-033: Resolution recognizing posthumously the contributions of "Mother Brown" to the community of San Francisco .

VI. NEW BUSINESS **DISCUSSION/ACTION**

A. Commission Calendar **President Shorter** *5 min.*

The Commission will review the Commission Meeting Calendar for 2006.
Explanatory document attached-Commission Calendar for 2006

Action: To approve 2006 Commission Calendar.

B. Public Comment/Community Input **Members of the Community** *15 min.*

Members of the community will provide testimony and input on areas they would like to see further policy work and actions taken by the Commission and the Department on the Status of Women.

Break & Working Lunch *10 min.*

C. Strategic Plan 2005-2008 **President Shorter** *4 hours*

The Commission will review the Strategic Plan in the context of CEDAW, the Convention on the Elimination of All Forms of Discrimination Against Women and develop actions plans for each aspect of the Strategic Plan, as needed:

- *Implementation of Women and Girls' Human Rights*

Action: To develop an action plan.

- *Right to Adequate Standard of Living*

1. Underserved Communities

Action: To develop an action plan.

- *Right to Bodily Integrity*

1. Violence Against Women Intervention & Prevention Grants (VAW Program)
2. Justice & Courage Project

Action: To develop an action plan.

- *Right to Access Adequate Health Care*

1. Health

Action: To develop an action plan.

- *Human Rights of Girls to Education and Social Services*

1. Girls

Action: To develop an action plan.

Break *10 min.*

VII. OLD BUSINESS **DISCUSSION/ACTION**

A. Labor Conditions of Exotic Dancers **Commissioner Evans** *40 min.*

The Commission will hear an update on work being done regarding the labor conditions of the exotic dancers. The Commission will approve the legislation to be presented to the Board of Supervisors.

Action: To approve letters to the California State Labor Commission, Franchise Tax Board, and the Treasurer of San Francisco .

IX. ADJOURNMENT **ACTION**

2 min.

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City and County of San Francisco

Commission on the Status of Women

Mayor Gavin Newsom

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CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING

Friday, September 23, 2005
Minutes
9:30 AM-3:30 PM
Mission Playground Community Center
19th Street and Linda Street
San Francisco, CA 94110

Members Present	Staff Present
President Andrea Shorter	Executive Director Emily Murase, PhD
Commissioner Andrea Evans	Executive Assistant Bernice Casey
Commissioner Dorka Keehn	Secretary Garry Consolacion
Commissioner Jing Xu Lee	Grants Administrator Richard Eijima
Commissioner Carolene Marks	CEDAW Policy Analyst Kim-Shree Maufas
Commissioner Katherine Munter	Policy Analyst Carol Sacco
	Intern Lisa Saprio

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I. CALL TO ORDER/ AGENDA CHANGES

The meeting was called to order at 9:43 AM. Vice President Williams was excused.

No public comment.

II. APPROVAL OF MINUTES

Action: Approves Minutes from August 18, 2005 Commission Meeting.
m/s/c (Keehn/Munter/Unanimous)

No public comment.

III. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director Murase reviewed her full report. She introduced the new staff, Secretary Garry Consolacion, CEDAW Policy Analyst Kim-Shree Maufas, and Intern Lisa Sapiro. Executive Director Murase said that the Department was able acquire funding in the last budget cycle for the 1444 Secretary Position and 2 part-time CEDAW Policy positions.

President Shorter welcomed the new staff on behalf of the Commission.

No public comment.

CONSENT AGENDA

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considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

IV. CONSENT AGENDA

Action: Approved the Consent Agenda.
m/s/c (Marks/Munter/Unanimous)

A. **Resolved**, That the Commission recognizes October as Domestic Violence Awareness Month. **Res. 2005-035**

B. **Resolved**, That the Commission recognizes "Mother Brown" Barbara Jean Brown to the community of San Francisco. **Res. 2005-033**

No public comment.

V. NEW BUSINESS

A. Commission Calendar — President Shorter

The Commission reviewed the Commission Meeting Calendar for 2006. The November and December meetings were rescheduled for November 16, 2006 and the December 19, 2006.

Action: Approved revised 2006 Commission Calendar.
m/s/c (Keehn/Shorter/Unanimous)

No public comment.

B. Public Comment/Community Input

Beverly Upton, Domestic Violence Consortium, urged the Commission to find additional ways to increase the budget [to raise money for programs].

Emberly Cross, Cooperative Restraining Order Clinic, acknowledged the work of Grants Administrator Richard Eijima.

Ms. Upton said there were uncaptured dollars in San Francisco through batterer fees. San Francisco County currently has the lowest collection rate.

President Shorter thanked the members of the public. Ms. Shorter asked how [in light of Hurricane Katrina], the City and its agencies would respond to [the needs of women in crisis and in a shelter] in the event of a disaster in San Francisco.

Ms. Upton said the San Francisco community responded quickly to Hurricane Katrina. Non-profit organizations organized a clothing drive for shelters which had been impacted. In addition, a state-wide conversation has begun on how California would respond to a natural disaster. Ms. Upton stressed the need to continue relationships with organizations outside of California so that these resources could be utilized in the event of a natural disaster.

Gloria Romero, Mission Girls, said that the girls in her program had a bake sale and toy/clothes drive for those affected by Hurricane Katrina and raised $600.00.

Ms. Upton said that the agencies need to come together to have a Emergency Planning session.

C. Strategic Plan 2005-2008

President Shorter introduced the facilitator, Paula Chronister.

Ms. Chronister stated that after consultations with President Shorter, Vice President Williams, and Executive Director Murase, three proposed outcomes for Strategic Planning session were identified: 1) alignment on goals, 2) commitment of Commissioners Sponsorship of issues, and 3) priorities for the next 12 months. The Commission reviewed the Strategic Plan in the context of CEDAW, the Convention on the Elimination of All Forms of Discrimination Against Women, and developed actions plans for each aspect of the Strategic Plan.

1. Implementation of Women and Girls' Human Rights

Executive Director Murase acknowledged the work of Policy Analyst Carol Sacco in supporting the CEDAW Committee.

Commissioner Munter asked for some background on the work of the Department and Commission in CEDAW.

Executive Director Murase gave a brief history on CEDAW and the taskforce created after the City and County of San Francisco passed the CEDAW Ordinance in 1998. Dr. Murase said that the current CEDAW Committee is made up of public officials and is currently working on recruiting community members as well as working on the sweatshop-free ordinance and a gender parity report.

President Shorter discussed the importance of strategic planning through the lens of CEDAW. Ms. Shorter said that CEDAW needs to be implemented City-wide, department by department.

Public comment.
Beverly Upton said that each department head should be required to know about CEDAW.

The Commission discussed the following action items in the area of CEDAW for Fiscal Years 2005-2008:

a. Develop and conduct a training for all City department heads or their designees on the Convention to Eliminate all Forms of Discrimination Against Women (CEDAW), including a training component for each department's budget staff as well as the Mayor's Budget Office, on gendered budget analysis, and ask that CEDAW be supported by each department head.
b. Issue a gender parity report on City employment in order to better inform policies that address hiring, retention, and promotion in the workforce.
c. Actively promote a CEDAW partnership with community agencies.
d. Develop a plan to encourage other municipalities, national, state, and local agencies to promote CEDAW.

Vice President Williams will continue to work in the area of CEDAW

2. Right to Adequate Standard of Living

Underserved Communities
Executive Director Murase reviewed the work the Department is doing to help revitalize the Family Violence Council.

The Commission discussed the following action items in the area of Underserved Communities for Fiscal Years 2005-2008:

a. Advocate and promote the implementation of legislation to combat unsafe working conditions.

b. Target outreach to underserved communities, with a special emphasis on immigrants, by convening an ethnic media roundtable to publicize the Violence Against Women Invention and Prevention Services provided by Partner Agencies.
d. Enhance language access to City services.
e. Work to clarify the Commission's relationship to human trafficking prevention policy.

Commissioner Jing Xu Lee will work in the area of outreach to immigrant communities. Commissioner Andrea Evans will work in the areas of exotic dancers' legislation and human trafficking.

Economic Development
President Shorter acknowledged the work of Vice President Williams in this policy area.

The Commission discussed the following action items in the area of Economic Development for Fiscal Years 2005-2008:

a. Partner with the Small Business Commission on joint initiatives.
b. Consult with community-based organizations on areas of need.
c. Work in partnership with the Human Rights Commission's Employment, Housing and Public Accommodations Division on policies affecting women.

Vice President Williams will work in the area of economic development.

3. Right to Bodily Integrity
Violence Against Women Intervention & Prevention Grants (VAW Program)
Executive Director Murase reviewed the work of the VAW Program, which constitutes over 2/3 of the Department's budget.

The Commission discussed the following action items in the area of the Violence Against Women Intervention & Prevention Grants for Fiscal Years 2005-2008:

a. Pending funding availability, initiate a needs assessment to evaluate current funding allocations to meet community needs and identify ways to strengthen the VAW Program, to be concluded by June 2006.
b. Convene an annual conference to review preliminary findings of the program review, solicit feedback, and provide training to facilitate capacity-building among grantees.
c. Work with Partner Agencies on on-going technical assistance and begin site visits to address questions and concerns.
d. Lead the efforts to reinvigorate the Family Violence Council and focus on underserved communities.
e. Pursue legislation to raise the marriage license fees and increase collection and allocation of batterer's fees.

Commissioner Munter will work on the VAW Program. Commissioner Lee might be able to help in this area as well.

Justice & Courage Project
Commissioner Keehn reviewed the work of the Justice & Courage Project and the implementation of goals in the final year of federal funding.

President Shorter thanked Commissioner Keehn for her leadership in this area.

The Commission discussed the following actions items in the area of the Justice & Courage Project for Fiscal Years 2005-2008:

a. Conduct an assessment by department of progress to date on recommendations contained in the *Justice & Courage Blueprint for San Francisco's Response to Domestic Violence* report.
b. Secure additional funding for Justice & Courage Projects.
c. Monitor implementation of the domestic violence module of JUSTIS.
d. Continue outreach efforts to the Filipina community.
e. Develop a plan for the Justice & Courage Oversight Panel to continue its work after federal funding concludes in September 2006.

Commissioner Keehn will work in the area of the Justice & Courage Project.

4. Right to Access Adequate Health Care

The Commission discussed the following action items in health for Fiscal Years 2005-2008:

a. Work with the Department of Public Health, community based organizations, and individuals on promoting existing universal health-care initiatives.
b. Help women in the Bayview/Hunter's Point neighborhood, immigrant women, and underserved women combat breast cancer.

Commissioner Marks will work in the area of health.

5. Human Rights of Girls to Education and Social Services

The Commission discussed the following actions items in the area of Girls for Fiscal Years 2005-2008:

a. Identify potential members for a Girls Issue Committee and plan the first meeting for early 2006.
b. Work with the San Francisco School District and School Board to develop sexual harassment and violence prevention programming in San Francisco schools
c. Assist the Mayor's Office of Community Development, Recreation and Park Department, and the Department of Children, Youth, and Their Families, to develop a gender equity program for youth.

President Shorter will work in the area of girls.

President Shorter thanked Ms. Chronister for facilitating the strategic planning session. President Shorter directed Commission Secretary Casey to draft the updated Strategic Plan and make it available for review and a final vote at the October 26, 2005 Commission meeting.

Executive Director Murase echoed President Shorter's thanks to Ms. Chronister. Dr. Murase informed the Commission that the Department staff would meet on Friday, September 30, 2005 for a staff retreat and would review the draft strategic plan to assess staff resources for each action item.

VI. OLD BUSINESS

A. Labor Conditions of Exotic Dancers

Commissioner Evans presented draft legislation developed by the City Attorney's Office to address the issues of labor conditions of exotic dancers.

Public comment.
Daisy Anarchy, Sex Workers Organized for Civil and Human Rights, thanked the Commission for its work. Ms. Anarchy said she had concerns with the legislation, specifically in the area of enforcement.

President Shorter thanked Ms. Anarchy for her comments. She asked that Ms. Anarchy prepare a written memo with suggestions for improvement and to provide a copy to Commissioner Evans.

Action: Approved letter to the California State Labor Commission.
m/s/c (Keehn/Munter/Unanimous)

Executive Director Murase acknowledged that the legislation was in draft form and asked the Commission and members of the public to submit written suggestions for edits and improvements.

IX. ADJOURNMENT

The meeting was adjourned at 2:45 PM.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415- American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro Lines are 14, 22, 26, and 49 Lines. Accessible BART Stations are located at 16th Street and Mission and 23rd Street and Mission. Accesssible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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City and County of San Francisco
Commission on the Status of Women
Mayor Gavin Newsom

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, October 26, 2005
REVISED AGENDA
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:
President Andrea Shorter
Vice President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter

Total Estimated Meeting Time: 92 min.

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I. CALL TO ORDER/ AGENDA CHANGES *1 min*

II. CLOSED SESSION **DISCUSSION/ACTION** *15 min.*

A. Public comment on all matters pertaining to the Closed Session.

B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase Discussion.

C. Open Session

Action: Motion and vote to elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).

III. APPROVAL OF MINUTES **DISCUSSION/ACTION** *2 min.*

Explanatory document - Draft Minutes from September 23, 2005 Meeting
Action: To approve draft minutes from September 23, 2005.

IV. PRESIDENT'S REPORT **DISCUSSION** *5 min.*

V. EXECUTIVE DIRECTOR'S REPORT DISCUSSION *15 min.*

A. Explanatory document-The Executive Director's Report discusses the work of the Department: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

B. Staff Report-Secretary Garry Consolacion will provide an update on the Department's work in October, Domestic Violence Awareness month.

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

VI. CONSENT AGENDA DISCUSSION/ACTION *5 min.*

Action: To approve the Consent Agenda.

A. National American Indian and Alaska Native Heritage Month, Res. 2005-036: Resolution recognizing November as National American Indian and Alaska Native Heritage Month.

B. Commemorating the Five Year Anniversary of the Death of Claire Joyce Tempongko, Res. 2005-037: Resolution commemorating the five year anniversary of the death of Claire Joyce Tempongko.

C. La Cocina's Grand Opening Event, Res. 2005-038: Resolution recognizing La Cocina's Grand Opening Event.

D. Mujeres Unidas y Activas, Res. 2005-039: Resolution recognizing Mujeres Unidas y Activas 15th Anniversary.

VII. NEW BUSINESS DISCUSSION/ACTION

A. Strategic Plan **President Shorter** *20 min.*
The Commission will review the Strategic Plan for Fiscal Years 2005-2008. Vice President Williams will discuss healthcare and economic development.
Explanatory document attached-Strategic Plan

Action: To approve the Strategic Plan.

B. Community Meetings **President Shorter** *5 min.*
The Commission will discuss which months and venue in 2006 they will hold community meetings.
Explanatory document attached-Commission Calendar

Action: To calendar community meetings for 2006

VIII. OLD BUSINESS DISCUSSION/ACTION

A. Labor Conditions of Exotic Dancers **Commissioner Evans** *10 min.*
The Commission will hear an update on work being done regarding the labor conditions of the exotic dancers. The Commission will also discuss the status of the legislation being developed by the City Attorney's Office.

Action: To approve draft legislation.

IX. REPORTS DISCUSSION/ACTION

A. Justice & Courage **Commissioner Keehn** *5 min.*
Commissioner Keehn will give an update on the work of the Justice & Courage Project. The Commission will review Roxanne Hoegger Alejandre and Juana Flores' qualifications for the Justice & Courage Oversight Panel.
Explanatory documents-attached

Action: Approve Justice & Courage Oversight Panel members.

B. CEDAW Committee **Commissioner Williams** *5 min.*
Commissioner Williams will give an update on the work of the CEDAW. The Commission will review Colleen Montoya's qualifications for the CEDAW Committee.
Explanatory documents attached.

Action: Approve CEDAW Committee members.

X. PUBLIC COMMENT DISCUSSION/ACTION *2 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

XI. ADJOURNMENT ACTION *2 min.*

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San Francisco Commission on the Status of Women

October 26, 2005 COSW Minutes

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

EMILY MURASE, PhD
Executive Director

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COMMISSION MEETING

Wednesday, October 26, 2005
Minutes
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco , CA 94102

Members Present	**Staff Present**
President Andrea Shorter	Executive Director
Emily Murase, PhD	
Vice President Angela Williams	Executive Assistant
Bernice Casey	
Commissioner Andrea Evans	Secretary Garry
Consolacion	
Commissioner Dorka Keehn	Grants
Administrator Richard Eijima	
Commissioner Carolene Marks	CEDAW Policy
Analyst Kim-Shree Maufas	
Commissioner Katherine Munter	

- **CALL TO ORDER/ AGENDA CHANGES**

President Shorter called the meeting to order at 5:01 PM. Commissioner Lee was excused.

President Shorter asked that a resolution, urging additional City resources to address domestic violence in response to the domestic violence death of Anastasia Melnitchenko of San Francisco, be added to the Consent Agenda as an Imperative Agenda item.

Action: Approved addition of Imperative Agenda item, Serious Injury m/s/c (Williams/Keehn/Unanimous)

Action: Approved addition of Imperative Agenda item, Brown Act Finding
m/s/c (Shorter/Munter/Unanimous)

No public comment.

II. CLOSED SESSION

A. Public comment on all matters pertaining to the Closed Session.

No public comment.

B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b). The Commission moved into Closed Session at 5:07 PM.

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase
Discussion.

- **Open Session**

The Commission reconvened in Open Session at 5:56 PM.

Action: Motioned and voted not to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).
m/s/c (Williams/Shorter/Unanimous)

No public comment.

III. APPROVAL OF MINUTES

Action: Approved draft minutes from September 23, 2005.
m/s/c (Keehn/Evans/Unanimous)

No public comment.

IV. PRESIDENT'S REPORT

President Shorter asked the Commission submit any items for the November or December 2005 Commission meeting to her attention or that of Commission Secretary Casey.

Commissioner Marks asked that Friends on the Commission on the Status of Women be placed on an agenda before year's end.

Commissioner Munter said that she would like to discuss the Violence Against Women grant program at the November meeting.

Vice President Williams said that she would like to discuss economic development at an upcoming meeting.

President Shorter gave a brief report on Mayor Newsom's second annual State of the City address entitled *Why it Matters to be a San Franciscan.* President Shorter, Vice President Williams, and Executive Director Murase attended the address. President Shorter said that it was encouraging to hear of many things which San Franciscans can be proud. She asked the Commission and Department work with the Mayor in the areas of economic development and safety and believes our [the Commission and the Department's] role in that work will add value to the City, making San Francisco a better place to live. President Shorter asked Commission Secretary Casey to provide the Commission with a transcript of the Mayor's address.

No public comment.

V. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director Murase gave highlights of the work of the Department over the past month and referred the Commission to her full report, which was provided in the Commission packets. Dr. Murase said that Policy Analyst Carol Sacco will work with Vice President Williams in the area of economic development. Executive Director Murase acknowledged the work of Grants Administrator Richard Eijima in his preparation of the current Request for Proposal work and the finalizing of current grant agreements. She said that the Department would be receiving carry-forward monies which it would apply to a program evaluation. Dr. Murase reported that CEDAW Analyst Kim-Shree Maufas would be working with President Shorter to initiate the Girls Issues Committee. She acknowledged the work of Ms. Sacco and Ms. Casey in compiling a Department Personnel and Policies Manual and said she was editing a final draft. In closing, Executive Director Murase said she would like to have a get-together between the staff and the Commission and would be circulating possible dates.

Vice President Williams acknowledged the work of CEDAW Analyst Maufas and Senior Policy Analyst Ann Lehman.

- Secretary Garry Consolacion provided an overview on the Department's work in October in observation of Domestic Violence Awareness month, specifically within the Filipino Community Alliance (FCA). Mr. Consolacion invited the Commission to attend the "Pagbuo: Building Together to End Domestic Violence in the Filipino Community" event on Friday, October 28, 2005 where the FCA will hold a press conference to commemorate the 5-year death anniversary of Claire Joyce Tempongko and honor all survivors of domestic violence by launching a two-year awareness and capacity-building campaign about domestic violence in the Filipino community.

Public Comment.
Beverly Upton, Domestic Violence Consortium, thanked Mr. Consolacion for his work and acknowledged the strong contributions the FCA was making to the Filipino community, and the City as a whole.

Commissioner Keehn thanked Mr. Consolacion for his work and commented that she was happy to see the success of FCA, which originated out of the first community Justice & Courage Oversight Panel held a year ago at the Women's Building in the Mission District.

CONSENT AGENDA

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VI. CONSENT AGENDA

Action: Approved the Consent Agenda.
m/s/c (Shorter/Marks/Unanimous)

- **Resolved,** That the Commission recognizes November as National American Indian and Alaska Native Heritage Month. **Res. 2005-036**
- **Resolved,** That the Commission commemorates the five year anniversary of the death of Claire Joyce Tempongko. **Res. 2005-037**
- **Resolved,** That the Commission recognizes La Cocina's Grand Opening Event. **Res. 2005-038**
- **Resolved**, That the Commission recognizes Mujeres Unidas y Activas 15th Anniversary. **Res. 2005-039**
- **Resolved,** That the Commission urging additional City resources to address domestic violence. **Res. 2005-039**

VII.NEW BUSINESS

A. Strategic Plan

President Shorter acknowledged the work of the Department, the Commission, and the facilitator in producing an effective planning session.

She asked the cooperation of both the Commission and the Department in the implementation of the Strategic Plan for Fiscal Years 2005-2008.

Executive Director Murase asked that a correction be made to the *Right to Bodily Integrity/Violence Against Women Intervention & Prevention Grants* section. Dr. Murase said that Commissioner Evans' name should be added as she would be working on the Family Violence Council.

Action: Approved the amended Strategic Plan.
m/s/c (Marks/Williams/Unanimous)

No public comment.

B. Community Meetings

The Commission discussed when and where 2006 Commission Community meetings would be held.

Action: Calendared a community meeting on April 26, 2005 in Visitation Valley, Strategic Planning Session on July 14, 2005 in the Richmond, and a community meeting on August 16, 2005 in the Sunset.
m/s/c (Williams/Marks/Unanimous)

President Shorter directed Commission Secretary Casey to locate venues for the community meetings and Strategic Planning session.

No public comment.

VIII. OLD BUSINESS

A. Labor Conditions of Exotic Dancers

Executive Director Murase reported that Lane Kasselman from the Mayor's Office had successfully facilitated two meetings amongst City agencies where feedback was provided regarding the draft legislation. Dr. Murase said that additional discussion is necessary before it [the legislation] could be presented to the Board of Supervisors.

No public comment.

IX. REPORTS

A. Justice & Courage

Commissioner Keehn reported on the domestic violence murder of Anastasia Melnitchenko and its similarities to the death of Claire Joyce Tempongko. Commissioner Keehn said that the Justice & Courage Oversight Panel continues to investigate the effectiveness of batterer's programs [the alleged batterers and murders of both Ms. Melnitchenko and Ms. Tempongko had participated in batterer's program]. Commissioner Keehn said she planned to meet with Mayor Newsom to get his support for mandated supervised probation for all batterers. The death of Ms. Melnitchenko makes support of the Justice & Courage Training Collaborative and the Safety Audit as well as funding for the Justice & Courage Project even more important. Commissioner Keehn stated that the City had not contributed funding to the Justice & Courage Project, but that the Project received its funding through a federal Violence Against Women Act grant.

Commissioner Evans acknowledged Beverly Upton's comments to the press asking for more domestic violence training for judges and asked if they [the judges] did receive domestic violence training.

Public Comment.
Beverly Upton, Domestic Violence Consortium, said that the San Francisco courts have not yet implemented a rigorous training program. In the area of batterer intervention programs, Ms. Upton said that the effectiveness of batterers programs on socio-paths, stalkers, and batterers with serious mental health issues should be assessed in examining the overall effectiveness of batterer intervention programs.

President Shorter offered her assistance in developing an evaluation tool based on her probation experience with her work at Log Cabin Ranch.

Ms. Upton said that this was a pivotal time for domestic violence prevention in San Francisco with the vacancy of the Chief of Probation at Adult Probation. She said that the community was requesting that all applicants being considered have a background in domestic violence prevention and intervention.

Kathy Black, La Casa de las Madres, said La Casa had a MOU with Adult Probation and the goal of the grant was to support victims through the criminal and civil court process. Ms. Black states she was hopeful that domestic violence [issues] would receive more press coverage and gave a brief report of the different press venues La Casa had participated in over the past month.

Daisy Anarchy, Sex Workers Organized for Civil and Human Rights, shared her story of navigating through the Domestic Violence Court in San Francisco. She agreed that training [for the judiciary] was important but not always the answer. Ms. Anarchy thanked the Commission for its leadership and encouraged the City to keep judicial report cards.

President Shorter and Commissioner Keehn thanked everyone for their comments.

Commissioner Keehn said that Supervisor Ma has agreed to serve as Honorary Chair of the Oversight Panel. Commissioner Keehn asked that the Commission consider the qualifications of Antonio Ramirez, POCOVI, and Juanita Flores, Mujeres Unidas y Activas, as new Panel members.

Action: Approved Antonio Ramirez and Juanita Flores as new Justice & Courage Oversight Panel members.
m/s/c (Shorter/Williams/Unanimous)

B. CEDAW Committee
Commissioner Williams reviewed the qualifications of Colleen Montoya for her membership on the CEDAW Committee. She said that the Committee had received the sweatshop ordinance and proposed that a representative from the Department or Commission serve on the 11-person Advisory Committee. Commissioner Williams said that the Committee also heard from Lt. Mary Petrie on the trafficking of women.

Action: Approved Colleen Montoya as a CEDAW Committee member. m/s/c (Shorter/Evans/Unanimous)

No public comment.

X. PUBLIC COMMENT

Commissioner Marks acknowledged Executive Director Murase's recognition in the Bryn Mawr College alumni magazine as they are both alumnae. Commissioner Marks also provided the Commissioners with brochures on CYGNET, an organization for which she sits on the Advisory Board, that examines health issues in the Bay Area.

• ADJOURNMENT

President Shorter adjourned the meeting in honor of the late civil rights pioneer, Rosa Parks.

Commissioner Marks said that she had once met Ms. Parks and asked her why she did it [refused to give up her seat on the bus, a seminal moment in the civil rights movement] and Ms. Parks said she'd had enough.

Meeting adjourned at 7:03 PM.

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City and County of San Francisco
Commission on the Status of Women
Mayor Gavin Newsom

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

EMILY MURASE, PhD
Executive Director

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COMMISSION MEETING AGENDA

Wednesday, November 16, 2005
NEW TIME AND LOCATION
2:30 PM
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Roster:

President Andrea Shorter	*Commissioner Jing Xu Lee*
Vice President Angela Williams	*Commissioner Carolene Marks*
Commissioner Andrea Evans	*Commissioner Katherine Munter*
Commissioner Dorka Keehn	

Total Estimated Meeting Time: 84 minutes

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1/16/05

I. CALL TO ORDER/ AGENDA CHANGES *1 min*

II. APPROVAL OF MINUTES DISCUSSION/ACTION *2 min.*

Explanatory document - Draft Minutes from October 26, 2005 Meeting
Action: To approve draft minutes from October 26, 2005.

III. PRESIDENT'S REPORT DISCUSSION *5 min.*

IV. EXECUTIVE DIRECTOR'S REPORT DISCUSSION *15 min.*

A. Explanatory document-The Executive Director's Report discusses the work of the Department: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

B. Violence Against Women (VAW) Partner Agency Profile-The Riley Center

CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

25 Van Ness Avenue, Suite 130
San Francisco, CA 94102

(415) 252-2570
(415) 252-2575 fax

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www.sfgov.org/cosw

V. CONSENT AGENDA **DISCUSSION/ACTION** *5 min.*

Action: To approve the Consent Agenda.

A. World AIDS Day, Res. 2005-041: Resolution recognizing the work of Westside Community Mental Health Center Inc: Women's HIV Prevention Program throughout the year and on December 1st, World AIDS Day.

B. 16 Days of Activism Against Gender Violence, November 25-December 10, 2005, Res. 2005-042: Resolution urging the City of San Francisco, its citizens, and community based organizations to come together to combat gender violence in San Francisco.

C. Janice Mirikitani, Res. 2005-043: Resolution recognizing Janice Mirikitani's receipt of the Minerva Award.

D. Healing Waters, Res. 2005-044: Resolution recognizing the work of Healing Waters in combating HIV and AIDS in San Francisco.

E. Terry Person-Harris, Res. 2005-045: Resolution recognizing the contributions of Ms. Terry Person-Harris as Executive Director at Community United Against Violence (CUAV).

VI. NEW BUSINESS **DISCUSSION/ACTION**

A. Sexual Assault Services/Education RFP **Commissioner Munter** *10 min.*

The Commission will discuss the recommendations of the Funding Committee regarding the grant award(s) of the Sexual Assault Service & Education. There is a total of $325,000 over the next 18-months (January 2006-July 2007) for three program areas: 24-hour crisis line, intervention advocacy services, and prevention and education training.

Action: To approve the recommendations of the Funding Committee for the Sexual Assault Service & Education grant award(s).

B. Women's Initiative **Heather Haxo-Phillips** *15 min.*

Ms. Haxo-Phillips will discuss the work her organization, Women's Initiative, is doing to improve the economic development of women in the Bay Area through its training and job development programs.

VII. OLD BUSINESS **DISCUSSION/ACTION**

A. Labor Conditions of Exotic Dancers **Commissioner Evans** *10 min.*

The Commission will hear an update on work being done regarding the labor conditions of the exotic dancers. The Commission will also discuss the status of the legislation being developed by the City Attorney's Office.

VIII. REPORTS **DISCUSSION/ACTION**

A. Justice & Courage **Commissioner Keehn** *5 min.*

The Commission will review Roxanne Hoegger Alejandre's qualifications for the Justice & Courage Oversight Panel.

Explanatory documents-attached

Action: Approve Justice & Courage Oversight Panel members.

B.	**VAW Grants**	**Commissioner Munter**	*5 min.*
C.	**Health**	**Commissioner Marks**	*5 min.*
IX.	**PUBLIC COMMENT**	**DISCUSSION**	*2 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

X.	**ADJOURNMENT**	**ACTION**	*2 min.*

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San Francisco Commission on the Status of Women

November 16, 2005 Minutes

COMMISSION MEETING
Wednesday, November 16, 2005
Minutes
2:30 PM
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present	Staff Present
President Andrea Shorter	Executive Director Emily Murase, PhD
Vice President Angela Williams	Secretary Garry Consolacion
Commissioner Andrea Evans	Grants Administrator Richard Eijima
Commissioner Dorka Keehn	CEDAW Policy Analyst Kim-Shree Maufas
Commissioner Carolene Marks	Justice & Courage Analyst Colleen Montoya
Commissioner Katherine Munter	Policy Analyst Carol Sacco

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I. CALL TO ORDER/ AGENDA CHANGES
President Shorter called the meeting to order at 2:40 PM. Commissioner Lee was excused.

No public comment.

II. APPROVAL OF MINUTES

Action: Approved draft minutes from October 26, 2005.
m/s/c (Evans/Keehn/Unanimous)

No public comment.

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III. PRESIDENT'S REPORT
President Shorter welcomed the new Justice & Courage Policy Analyst Colleen Montoya, who most recently served as Director of the Youth Commission. She holds a Masters in Social Work from UC Berkeley. Ms. Montoya said she was honored to be chosen for the position.

IV. EXECUTIVE DIRECTOR'S REPORT

Executive Director Murase announced the upcoming Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) training for Department staff and CEDAW Committee members, which will be conducted by Senior Policy Analyst Ann Lehman.

Vice President Williams arrived at 3:38 PM.

Riley's Center Program Director Jennifer Grant gave a presentation on the work of the Center, its programs and shelters. The Rosalie House can house 12 women, including their children. Each client is provided peer counseling, therapy, and information referrals. The typical length of stay is 8 to 12 weeks. Last fiscal year Rosalie housed 87 women and children. Brennan House can house 15 women and provides programs with the goal of preparing individuals to become self sufficient though employment training. Services are offered in 15 different languages, including Spanish, Cantonese and Mandarin.

Ms. Grant thanked Commissioner Keehn for attending the Riley Center Vigil. Ms. Grant also gave an overview of the services the Riley Center provided to human trafficking victims.

CONSENT AGENDA
All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

V. CONSENT AGENDA
Action: Approved the Consent Agenda.
m/s/c (Shorter/Marks/Unanimous)

A. Resolved, That the Commission recognizes the work of Westside Community Mental Health Center Inc.'s Women's HIV Prevention Program, especially on World AIDS Day. Res. 2005-041

B. Resolved, That the Commission urges the City of San Francisco, its citizens, and community based organizations to come together to combat gender violence in San Francisco. 16 Days of Activism Against Gender Violence, November 25-December 10, 2005, Res. 2005-042

C. Resolved, That the Commission recognizes Janice Mirikitani's receipt of the California State Minerva Award. Janice Mirikitani, Res. 2005-043

D. Resolved, That the Commission recognizes the work of Healing Waters in combating HIV and AIDS in San Francisco. Healing Waters, Res. 2005-044

E. Resolved, That the Commission recognizes the contributions of Ms. Terry Person-Harris as Executive Director at Community United Against Violence (CUAV). Terry Person-Harris, Res. 2005-045

Commissioner Marks requested recognition of Beckie Masaki, for receipt of the Sister of Fire award, at the December Commission meeting.

VI. NEW BUSINESS

A. Sexual Assault Services/Education RFP
Commissioner Munter asked for a postponement on the determination for the Sexual Assault Services/Education grants until the January Commission meeting.

Executive Director Murase stated that current services provided though the UCSF Rape Trauma Center would continue through the grant process.

No public comment.

B. Women's Initiative

Development Director Heather Haxo-Phillips gave an overview of the Women's Initiative programs, which help low-income women to start businesses. The curriculum includes computer training, financial management training, English classes, and business savvy. Fifty percent of participants are Spanish-speaking. The agency has served thousands of women by offering them loans of up to $25,000, regardless of their credit history. Through the help of Comerica Bank, the agency distributes an average of 60 "no strings attached" loans a year. Women's Initiative is currently working on doing more outreach to domestic violence survivors who want to start their own business. A video was presented at this time that showed a graduate of the program, Maria Valeria, who now offers her time as a volunteer with Women's Initiative.

Vice President Williams acknowledged the great work of Women's Initiative for the San Francisco Community, stating that she met a graduate [of the program] who now owns a successful small business and is the first in her family to own a home.

Commissioner Marks asked about the rate of return on the loans.

Ms. Haxo-Phillips said that less than 10% of loans were in default, which is a very low figure compared to typical bank loans. The first loans are small loans which graduates usually use to purchase computers. The amount then increases as graduates progresses with their small businesses.

Commissioner Marks asked if there was outreach to the Asian Community.

Ms. Haxo-Phillips responded that there is no direct outreach for the women in the Asian community, due to capacity issues. The focus is on the Spanish-speaking community.

President Shorter thanked Ms. Haxo-Phillips and Ms. Valeria for their presentation.

No public comment.

VII. OLD BUSINESS

A. Labor Conditions of Exotic Dancers

Commissioner Evans provided an update on the legislation. There were two points for further consideration: criminal penalties and public hearing for permits.

Commissioner Keehn asked about [which City agency] could be responsible for enforcement.

Commissioner Evans said that permit enforcement was still being discussed.

President Shorter raised a concern that it has been 3 months and the Commission has not yet seen updated legislation.

Executive Director Murase said participation and input by stakeholder agencies had caused a delay, but assured the Commission that the legislation was close to completion.

President Shorter asked that an updated draft be provided at the December Commission meeting.

Public comment.
Maxine Duggan said that one constituency group which is under-represented in this legislation process is current exotic dancers due to the fear of retaliation from club owners. Ms. Duggan emphasized that the exotic dancers need protection so they can come forward.

VIII. REPORTS

A. Justice & Courage .

Commissioner Keehn reported on the meeting with District Attorney Kamala Harris. The District Attorney recently introduced the "Teddy Bear Room," a playroom for the children of domestic violence victims. Commissioner Keehn said the District Attorney's Office was successful in convicting the batterer who set his girlfriend on fire. After a successful meeting with the Mayor's Office, Commissioner Keehn reported that Justice & Courage would receive $60,000 to fund the Safety and Accountability Audit, and that the Mayor committed to continuing the funding of the Justice & Courage Policy Analyst with City monies after the federal monies concluded in September 2006. In addition, the Commission will be working with the Police Department on the proposed move of the Domestic Violence Response Unit (DVRU) to the Homicide Unit.

Public Comment.
Beverly Upton, Domestic Violence Consortium, stated her concerns regarding the move. She said that if the DVRU is moved to the 4th floor, some batterers may have access to victims and their kids because that floor also houses the robbery detail. She expressed concern about the limited space available at the current Homicide Unit, as a lack of space could be a basis for further reducing DVRU staffing levels. Ms. Upton explained that, although the optimal staffing level was 20 inspectors, she received a report indicating that there were only 11 inspectors currently assigned to the unit, and that actual number of on-duty inspectors may be a low as 8. She urged the Commission to continue advocating on behalf of domestic violence victims on this issue.

B. VAW Grants

Commissioner Munter reviewed performance data from the VAW Grants Program for Fiscal Year 2004-2005. She recommended that Department initiate annual site visits and that the Commission continue to invite agencies to report to the Commission directly.

Public Comment
Patricia Lee, from one of the Partner Agencies, requested that the agency be notified before the visit in order to prepare staff and clients appropriately.

President Shorter assured Ms. Lee that the visits would be planned in advance and that the agency would be notified. She suggested one site visit per grant cycle.

C. Health

Commissioner Marks raised concerns about the care of the elderly at Laguna Honda. She explained that the 700 to 800 beds at the facility are provided in an old-style open-ward configuration that may not benefit clients. She reported that she will be sitting on a new steering committee that will be addressing the health needs of the elderly, particularly the uninsured.

Commission Marks inquired about disaster preparedness among Partner Agencies. She expressed concern that Partner Agencies be equipped to address the needs of clients in the event of a natural disaster.

Commissioner Marks shared with the Commission a brochure on sexual assault that she picked up at Heathrow Airport, outside of London. The government brochure advised passengers on ways to prevent victimization and resources available in the event of sexual assault.
President Shorter thanked Commission Marks for her comprehensive report.

IX. PUBLIC COMMENT

John Kelly, concerned citizen, expressed his concerns about the backlog at the DNA crime lab. He requested that the Commission investigate the reasons for the backlog.

The second concern that John Kelly brought up was the substandard living standards for women at homeless shelters. He highlighted the Mayor's promise to move 300 women from shelters to permanent housing. He presented to the Commission his letters of concern and asked the Commission to bring this up to the Mayor.

President Shorter assured Mr. Kelly that she would look into the matter and requested copies of the letters documenting his concerns.

X. ADJOURNMENT

Meeting adjourned at 4:38 PM.

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San Francisco Commission on the Status of Women

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December 14, 2005 COSW Meeting

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

EMILY MURASE, PhD
Executive Director

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COMMISSION MEETING AGENDA

Wednesday, December 14, 2005
NEW TIME AND LOCATION
4:30 PM
City Hall, Room 034
1 Dr. Carlton B. Goodlett Place
San Francisco , CA 94102

Roster:

President Andrea Shorter *Commissioner Jing Xu Lee*
Vice President Angela Williams *Commissioner Carolene Marks*
Commissioner Andrea Evans *Commissioner Katherine Munter*
Commissioner Dorka Keehn

Total Estimated Meeting Time: 112 minutes

I. CALL TO ORDER/ AGENDA CHANGES *1 min*

II. APPROVAL OF MINUTES DISCUSSION/ACTION *2 min.*

Explanatory document - Draft Minutes from November 16, 2005 Meeting
Action: To approve draft minutes from November 16, 2005.

III. PRESIDENT'S REPORT DISCUSSION

A. San Francisco Police Department Video *15 min.*
President Shorter will provide an overview of the incident and discuss next steps.

IV. EXECUTIVE DIRECTOR'S REPORT DISCUSSION *20 min.*

A. Explanatory document-The Executive Director's Report discusses the work of the Department: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

- Staff Report-Senior Policy Analyst Ann Lehman will provide an update on CEDAW Training. Intern Lisa Sapiro will provide an overview of the March 2006 San Francisco State University Conference on Domestic Violence, which she is co-coordinating.

C. Violence Against Women (VAW) Partner Agency Profile-San Francisco Women Against Rape, SFWAR

CONSENT AGENDA

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V. CONSENT AGENDA DISCUSSION/ACTION *5 min.*
Action: To approve the Consent Agenda.

A. Beckie Masaki, Res. 2005-046: Resolution recognizing Beckie Masaki's Sister of Fire Award

- Rosa Parks Anniversary, Res. 2005-047: Resolution recognizing the 50th anniversary of Rosa Parks' refusal to sit at the back of the bus.

- White Ribbon Campaign, Res. 2005-048: Resolution in support of the State Assembly White Ribbon Campaign.

VI. NEW BUSINESS **DISCUSSION/ACTION**

A. Annual Report **President Shorter** *10 min.*
The Commission will review the Annual Report for the Commission and the Department on the Status of Women for 2004.

Explanatory document-Annual Report
Action: To approve the Annual Report.

B. Friends of the Commission **Vice President Williams** *10 min.*
Vice President Williams will provide an update on the outreach and organizational work of the Friends of the Commission on the Status of Women.

C. San Francisco DNA Lab **Matt Gabriel** *10 min.*
Mr. Gabriel will discuss the status of cases at the DNA Lab of the San Francisco Police Department.

VII. OLD BUSINESS **DISCUSSION**

A. Labor Conditions of Exotic Dancers **Commissioner Evans** *10 min.*
Commissioner Evans will provide an update on the exotic dancer legislation.

VIII. REPORTS **DISCUSSION/ACTION**

A. Justice & Courage **Commissioner Keehn** *5 min.*

B. CEDAW Committee **Commissioner Williams** *5 min.*

C. VAW **Commissioner Munter** *5 min.*

D. Health **Commissioner Marks** *5 min.*

IX. PUBLIC COMMENT **DISCUSSION** *2 min.*
This item is to allow members of the public to comment generally on matters within the

Commission's purview as well as to suggest new agenda items for Commission's future consideration.

X. ADJOURNMENT **ACTION**

2 min.

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San Francisco Commission on the Status of Women

December 15, 2005 COSW Minutes

COMMISSION MEETING
Wednesday, December 14, 2005
Minutes
4:30 PM
City Hall, Room 034
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present	Staff Present
President Andrea Shorter	Executive Director Emily Murase, PhD
Vice President Angela Williams	Secretary Garry Consolacion
Commissioner Andrea Evans	Grants Administrator Richard Eijima
Commissioner Jing Xu Lee	CEDAW Policy Analyst Kim-Shree Maufas
Commissioner Carolene Marks	Justice & Courage Analyst Colleen Montoya
	Policy Analyst Carol Sacco
	Graduate Intern Lisa Shapiro

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I. CALL TO ORDER/ AGENDA CHANGES
President Shorter called the meeting to order at 4:43 PM. Commissioners Keehn and Munter were excused.

President Shorter asked that a resolution objecting to the candidacy of Judge Samuel Alito as the next Justice on the U.S. Supreme Court be considered by the Commission under imperative agenda procedures given that Senate hearings will convene before the next regularly scheduled Commission meeting.

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Action: Approved addition of a resolution objecting to the candidacy of Judge Samuel Alito to United States Supreme Court under imperative agenda procedures.
m/s/c (Williams/Shorter/Unanimous)
No public comment.

II. APPROVAL OF MINUTES

Action: Approved minutes from November 16, 2005 Commission meeting.
m/s/c (Evans/Lee/Unanimous)
No public comment.

III. PRESIDENT'S REPORT

A. San Francisco Police Department Video
President Shorter gave an overview of the San Francisco Police Department video controversy. She reported that Mayor Newsom has asked the Commission to work with the Human Rights Commission to recommend ways to improve the cultural competency, including gender issues, of the Police Department.
No public comment.

IV. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director
Executive Director Murase introduced the Department's newly assigned Deputy City Attorney, Sherri Sokeland Kaiser. Ms. Sokeland Kaiser provided an overview of her professional background in working for sexual assault and domestic violence programs. As a Deputy City Attorney, she has taken a lead in representing the City in the same-sex marriage litigation.

Dr. Murase said that the Department has been instructed to come up with $83,000 in budget cuts for fiscal year 2006-2007. She will be working with staff over the next few weeks to develop a draft budget for the Commission's consideration for the January meeting.

B. Staff Report
Senior Policy Analyst Ann Lehman provided an update on the outreach she had done in the last few weeks on the San Francisco Convention to Eliminate All Forms of Discrimination Against Women (CEDAW) Ordinance. Ms. Lehman provided an update on efforts in New York and Santa Clara to pass local ordinances modeled on the San Francisco legislation.

Intern Lisa Sapiro and fellow San Francisco State graduate student Stephani Manfree discussed the upcoming domestic violence conference on March 24, 2006 at San Francisco State that they are organizing as part of their Master's in Social Work requirements. The conference is free and everyone is invited. Ms. Sapiro and Ms. Manfree asked the Commission to support the conference.

C. VAW Agency Profile-SFWAR
Executive Director Nina Jusuf provided an overview of how San Francisco Women Against Rape (SFWAR) has successfully addressed operational issues that were raised by the Commission earlier in the year. In particular, she elaborated on new community-based fundraising initiatives that have been launched to continue and expand services to those in need.

V. CONSENT AGENDA
All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approved the Consent Agenda.
m/s/c (Shorter/Marks/Unanimous)
No public comment

A. Resolved, That the Commission recognizes the accomplishments of Beckie Masaki's with her receipt of the Sister of Fire Award. Res. 2005-046

B. Resolved, That the Commission recognizing the 50th anniversary of Rosa Parks' refusal to sit at the back of the bus. Res. 2005-047

C. Resolved, That the Commission supports the State Assembly White Ribbon Campaign.
Res. 2005-048

D. Resolved, That the Commission opposes the confirmation of Judge Alito to the Supreme Court. Res. 2005-047

VI. NEW BUSINESS

A. Annual Report
Executive Director Murase recognized Ms. Sacco for all her work in assembling the report. Dr. Murase expressed how pleased she was to present this annual report as it was the first report submitted since 2000. President Shorter asked that future Annual Reports be discussed as part of the Commission's annual retreat/strategic planning session.

Action: Approved Annual Report
m/s/c (Williams/Shorter/Unanimous)
No public comment

B. Friends of the Commission
Vice President Williams welcomed Toni Wilson, President of the Friends of the Commission on the Status of Women, who provided an update on the outreach and organizational work being launched in the new year.

No public comment.

C. San Francisco DNA Lab
Mr. Gabriel from the San Francisco DNA Lab was not present

Public comment
Mr. John Kelly stated that the November 16, 2005 Commission Minutes did not reflect his comments accurately and explained his concerns.

President Shorter stated that, unfortunately, the minutes had already been approved by the Commission.

VII. OLD BUSINESS

A. Labor Conditions of Exotic Dancers
Executive Director Murase said that two key issues have surfaced after reviewing the legislation with Board of Supervisors and their representatives: the imposition of criminal penalties and a public hearing process related to the approval of licenses.

Public Comment
Daisy Anarchy, Sex Workers Organized for Labor, Human, and Civil Rights, stated that Supervisor Daly had worked on legislation in the past on behalf of club owners. Ms. Anarchy asked why certain components of the legislation [coerced prostitution] could not have a criminal penalty. Ms. Anarchy said that a priority must be the statement made by San Francisco Police Department officials that the legislation be enforceable.

Dr. Murase stated that if there is an issue with "pimping" at a club, existing legislation should be employed to address it.

Commissioner Evans stated that the Commission cannot go beyond what State Law already provides.

Ms. Anarchy asked who will be enforcing the prosecution of violators [of the legislation].

Dr. Murase explained that the legislation allows a number of City agencies to conduct inspections, including the Commission on the Status of Women.
Commissioner Evans stated that the Commission can only encourage the District Attorney to pursue particular cases and does not have the authority to require the District Attorney to prosecute cases.

VIII. REPORTS

A. Justice & Courage .
Commissioner Keehn was absent.

Public Comment.
Beverly Upton stated that everything seems to be coming together with all the work of the Justice & Courage committees. The Mayor authorized $60,000 for a Safety and Accountability Audit that will evaluate the impact of reforms to date on enhancing the safety of victims.

B. CEDAW Committee
Commissioner Williams reported that the CEDAW Committee has request the Mayor to appoint her, in her capacity of CEDAW Committee Chair to the citizen body responsible for overseeing implementation of the Sweat-free Labor Ordinance. The next committee meeting will be held on January 25th at 10 a.m.

No public comment.

C. VAW
On behalf of Commissioner Munter, Grants Administrator Richard Eijima provided an update on the request for proposal process for sexual assault intervention and prevention services.

No public comment.

D. Health
Commissioner Marks asked Policy Analyst Kim-Shree Maufas to give an update on the work she was doing in the Bayview/Hunter's Point community. Ms. Maufas said she has contacted various organizations for research statistics [on breast cancer rates in the community]. As part of her work on trafficking, Ms. Maufas will be attending the Ending Violence Human Trafficking seminar at UCSF, featuring prominent guest speakers, including District Attorney Kamala Harris, in February 2006.

Public Comment
Daisy Anarchy reiterated that she was disturbed and concerned that District Attorney Kamala Harris will be speaking at the seminar because of her refusal to prosecute dance club owners.

IX. PUBLIC COMMENT
No public comment.

X. ADJOURNMENT
The meeting was adjourned at 7:10 PM.

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San Francisco Commission on the Status of Women

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December 16, 2005-Notice of Special Meeting

Notice of Special Meeting
Friday, December 16, 2005
6:30 – 8:30 PM
San Francisco , CA 94133
THIS IS A SOCIAL EVENT. NO COMMISSION BUSINESS WILL BE DISCUSSED.

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The Commission and the Department on the Status of Women will hold a holiday party.

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City and County of San Francisco

Commission on the Status of Women

Mayor Gavin Newsom

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

EMILY MURASE, PhD
Executive Director

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COMMISSION MEETING AGENDA

Friday, January 13, 2006
SPECIAL MEETING
12:00 PM
City Hall, Room 416
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Roster:

President Andrea Shorter	*Commissioner Jing Xu Lee*
Vice President Angela Williams	*Commissioner Carolene Marks*
Commissioner Andrea Evans	*Commissioner Katherine Munter*
Commissioner Dorka Keehn	

Total Estimated Meeting Time: 1 hour

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I. CALL TO ORDER/ AGENDA CHANGES

II. PUBLIC COMMENT ON MATTERS PERTAINING TO CLOSED SESSION

III. VOTE ON WHETHER TO HOLD CLOSED SESSION TO CONFER WITH LEGAL COUNSEL (S.F. Admin. Code section 67.10(d)) **(ACTION ITEM)**

IV. CLOSED SESSION (Gov't Code section 54956.9(c) and S.F. Admin Code section 67.10(d)) **(DISCUSSION/ POSSIBLE ACTION ITEM)**

CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION (ENFORCEMENT ACTION)
The Commission will consider using its subpoena power in furtherance of its investigation of the recent police videos.

Possible Action: To acquire videos by request and/or subpoena.

V. RECONVENE IN OPEN SESSION (ACTION ITEM)

A. Possible report on action taken in closed session. (Gov't Code section 54957.1(a)(2) and S.F. Admin. Code section 67.12(b)(2))

B. Vote to elect whether to disclose any or all discussions held in closed session. (S.F. Admin. Code section 67.12(a))

VI. ADJOURNMENT (ACTION ITEM)

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San Francisco Commission on the Status of Women

January 13, 2006 Special Meeting

COMMISSION MEETING MINUTES
Friday, January 13, 2006
SPECIAL MEETING
12:00 PM
City Hall, Room 416
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present	Staff Present
President Andrea Shorter	Executive Director Emily Murase, PhD
Vice President Angela Williams	Executive Assistant Bernice Casey
Commissioner Andrea Evans	
Commissioner Carolene Marks	
Commissioner Katherine Munter	

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I. CALL TO ORDER

The meeting was called to order and 12:13 PM. Commissioners Keehn and Lee were excused.
No public comment.

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II. PUBLIC COMMENT ON MATTERS PERTAINING TO CLOSED SESSION
No public comment.

III. VOTE ON WHETHER TO HOLD CLOSED SESSION TO CONFER WITH LEGAL COUNSEL (S.F. Admin. Code section 67.10(d))

City Attorney Sherri Sokeland Kaiser gave an overview of the parameters of the Closed Session.
She explained that the tapes from the closed session may become public at a later date as part of possible litigation on the issue of the controversial videos made by a San Francisco police officer.

Public Comment
Kim-Shree Maufas, a member of the public, asked for clarification on the issue of disclosure of Closed Session items.

President Shorter stated that the Commission rules on disclosure after Closed Session items are heard and that members of the public are allowed to comment after the meeting is reconvened in Open Session.

Ms. Mesha Monge-Irizarry of the Idriss Stelley Foundation expressed concerns about the police videos and stated that Officer Andrew Cohen and his attorney were attempting to show another video that Officer Cohen had developed about the Bayview neighborhood to church congregations and community groups in the Bayview.

She felt that this video did not excuse the offensive content of the earlier videos and stated that her organization would be holding a press conference and asked the Commission to attend.

IV. CLOSED SESSION (Gov't Code section 54956.9(c) and S.F. Admin Code section 67.10 (d))

CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION (ENFORCEMENT ACTION/POSSIBLE LAWSUIT BY ANDREW COHEN)

The Commission considered using its subpoena power in furtherance of its investigation of the recent police videos.

V. RECONVENE IN OPEN SESSION

The meeting was reconvened in Open Session at 1:03 PM.

A. Possible report on action taken in Closed Session. (Gov't Code section 54957.1(a) (2) and S.F. Admin. Code section 67.12(b)(2))

Action: Not to report on action taken in Closed Session.
m/s/c (Marks/Williams/Unanimous)
No public comment.

B. Vote to elect whether to disclose any or all discussions held in Closed Session. (S.F. Admin. Code section 67.12(a))

Action: Not to disclose on any discussions held in Closed Session.
m/s/c (Shorter/Williams/Unanimous)
No public comment.

VI. ADJOURNMENT

The meeting was adjourned at 1:05PM.

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City and County of San Francisco

Commission on the Status of Women

Mayor Gavin Newsom

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Commissioner

EMILY MURASE, PhD
Executive Director

COMMISSION MEETING AGENDA

Wednesday, January 25, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Roster:

President Andrea Shorter	*Commissioner Jing Xu Lee*
Vice President Angela Williams	*Commissioner Carolene Marks*
Commissioner Andrea Evans	*Commissioner Katherine Munter*
Commissioner Dorka Keehn	

Total Estimated Meeting Time: 112 minutes

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I. CALL TO ORDER/ AGENDA CHANGES *1 min*

II. APPROVAL OF MINUTES **DISCUSSION/ACTION** *2 min.*

Explanatory documents - Draft Minutes from December 14, 2005 Meeting and January 13, 2006.
Action: To approve draft minutes from December 14, 2005 and January 13, 2006.

III. PRESIDENT'S REPORT **DISCUSSION**

IV. EXECUTIVE DIRECTOR'S REPORT **DISCUSSION** *15 min.*

A. Explanatory document-The Executive Director's Report discusses the work of the Department: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

B. Staff Report-Justice & Courage Policy Analyst Colleen Montoya

C. Violence Against Women (VAW) Partner Agency Profile-Cooperative Restraining Order Clinic

CONSENT AGENDA

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V. CONSENT AGENDA **DISCUSSION/ACTION** *5 min.*

Action: To approve the Consent Agenda.

A. Black History Month, Res. 2006-001: Resolution recognizing February as Black History Month.

B. UCSF Conference on Domestic Violence and Human Trafficking in the 21st Century, Res. 2006-002: Resolution recognizing the leadership of Conference Chair Roselyne Swig, Founder of Partners Ending Domestic Abuse.

VI. NEW BUSINESS **DISCUSSION/ACTION**

A. **Police Department Videos** **President Shorter** *10 min.*
The Commission will discuss the components of its investigation into the controversial videos produced by a member of the San Francisco Police Department.

B. **Budget** **President Shorter** *10 min.*
The Commission will review the proposed budget for Fiscal Year 2006-2007.

Action: To approve the budget for Fiscal Year 2006-2007.

C. **Sexual Assault Services/Education RFP** **Commissioner Munter** *10 min.*
The Commission will discuss the recommendations of the Funding Committee regarding the Sexual Assault Service & Education Grant Awards, totaling $325,000 over the next 18-months (January 2006-July 2007) for three program areas: 24-hour crisis line, intervention advocacy services, and prevention and education training.

Action: To approve the recommendations of the Funding Committee for the Sexual Assault Service & Education grant awards.

D. **49ers Diversity Plan** **President Shorter** *10 min.*
The Commission will discuss the draft diversity plan created by the San Francisco 49ers in response to controversial videos produced by staff in June 2005.

E. **Friends of the Commission** **Vice President Williams** *10 min.*
Vice President Williams will report on recent efforts to bolster the work of the Friends of the Commission on the Status of Women.

F. **Sexual Healing Workshop** **President Shorter** *5 min.*
The Commission will discuss extending its support for the March 2, 2006 City College's Healing for Change's Sexual Healing Workshop, which is self-healing workshop for female survivors of violence and trauma.

Action: To support the Sexual Healing Workshop.

VII. OLD BUSINESS **DISCUSSION**

A. **Labor Conditions of Exotic Dancers** **Commissioner Evans** *10 min.*
Commissioner Evans will provide an update on the exotic dancer legislation.

VIII. REPORTS **DISCUSSION/ACTION**

A. Health **Commissioner Marks** *5 min.*

B. Justice & Courage **Commissioner Keehn** *5 min.*

C. Convention to Eliminate All Forms of Discrimination Committee
Commissioner Williams *5 min.*

D. Violence Against Women Intervention & Prevention Grants Program
Commissioner Munter *5 min.*

IX. PUBLIC COMMENT **DISCUSSION** *2 min.*
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

X. ADJOURNMENT **ACTION** *2 min.*

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San Francisco Commission on the Status of Women

January 25, 2006

COMMISSION MEETING MINUTES
Wednesday, January 25, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present	Staff Present
President Andrea Shorter	Executive Director Emily Murase, PhD
Vice President Angela Williams	Executive Assistant Bernice Casey
Commissioner Andrea Evans	Grants Administrator Richard Eijima
Commissioner Dorka Keehn	Senior Policy Analyst Ann Lehman
Commissioner Katherine Munter	Justice & Courage Analyst Colleen Montoya Policy Analyst Carol Sacco

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I. CALL TO ORDER/ AGENDA CHANGES
The meeting was called to order at 5:08 PM. Commissioners Lee and Marks were excused. Vice President Williams arrived at 5:09 PM.
No public comment.

II. APPROVAL OF MINUTES
Action: Approved draft minutes from December 14, 2005 and January 13, 2006.
m/s/c (Keehn/Munter/Unanimous)
No public comment.

III. PRESIDENT'S REPORT
President Shorter stated that she and Executive Director Murase met with staff from the 49ers and reported on the progress was being made on the 49er Diversity Plan.
No public comment.

IV. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director
Executive Director Murase provided an update on the work of the work of the Department: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events. Dr. Murase acknowledged Ms. Sue Wong from the Mayor's Budget Office.
No public comment.

B. Staff Report
Justice & Courage Policy Analyst Colleen Montoya reported on the Restorative Justice workshop, sponsored by the Sheriff's Department, she attended earlier in the month. Ms. Montoya stated that the "victim centered" approach of restorative justice takes

places in the community, with victims playing a key role in determining criminal penalties.

C. Violence Against Women (VAW) Partner Agency Profile
Ms. Emberly Cross from the Cooperative Restraining Order Clinic (CROC) gave an overview of the work of her agency. CROC receives $53,164 per fiscal year of City monies to provide assistance in obtaining restraining orders. This same work would cost over $2 million if done by a private law firm.

Commissioner Munter asked from whom CROC received its referrals.

Ms. Cross replied that referrals came from the Police Department, Family Court, the District Attorney's Office, shelters, and from family members and friends of the client.

Commissioner Keehn asked what the number one problem CROC had been unable to address.

Ms. Cross said there was a growing trend for batterers to seek out restraining orders against their victims.

President Shorter asked if there was another state with a better model.

Ms. Cross said she was unaware of one.

Public Comment.
Beverly Upton, from the Domestic Violence Consortium, thanked CROC for its work and Ms. Cross for her presentation. Ms. Upton said that any cuts to the [Commission and the Department on the Status of Women's] budget and programs is unacceptable.

V. CONSENT AGENDA
All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approved the Consent Agenda.
m/s/c (Shorter/Williams/Unanimous)

Public Comment.
Ms. Upton stated that Ms. Roselyne Swig was unable to attend tonight's meeting, but. thanked the Commission on her behalf.

A. Resolved, That the Commission recognizes February as Black History Month. Res. 2006-001

B. Resolved, That the Commission recognizes the leadership of UCSF Conference on Domestic Violence and Human Trafficking Conference Chair Roselyne Swig, Founder of Partners Ending Domestic Abuse. Res. 2006-002

VI. NEW BUSINESS

President Shorter acknowledged individuals in the audience filming the meeting and asked that they identify themselves. She reminded the audience that the Commission meeting was a public meeting and as such, could be filmed.

Public Comment.

Zaire identified himself as a documentary filmmaker.

Hima identified herself as a documentary filmmaker.

A. Police Department Videos

President Shorter reported that the Commission and Department had been working with other City agencies to determine about the scope of the Commission's involvement in addressing the sexist content in the recently released videos [videos created by some San Francisco police officers]. President Shorter directed the Commission to a memo outlining the work the Department had undertaken.

Executive Director Murase said the Department was awaiting further guidance from the Mayor's Office. Dr. Murase reported that a Blue Ribbon Task Force would be assembled, with a large advisory committee.

Commissioner Keehn asked what the thought was behind creating a Blue Ribbon [Task Force] and a large advisory committee.

Dr. Murase said she could not answer that.

President Shorter stated she believed the Mayor wanted to ensure strong leadership and involvement with communities impacted [by the creation and release of the videos]. President Shorter asked the Commission to review the memo and to give feedback to Executive Director Murase.

No public comment

B. Budget .

Executive Director Murase directed the Commission to budget documents and a letter from Mayor Newsom outlining the need for $80 million in budget cuts with an emphasis on prioritizing direct service. Dr. Murase said that staff had volunteered to take a two-week unpaid furlough in lieu of further cuts to the Violence Against Women Prevention and Intervention Grants [domestic violence and sexual assault grant].

Action: Rejected the budget for Fiscal Year 2006-2007.
m/s/c (Keehn/Shorter)

Commissioner Keehn acknowledged the work of the community in fighting for dollars within the budget. She thanked Department staff.

Public Comment.

Ms. Upton thanked the Department staff as well [for volunteering for a two-week unpaid furlough] and hoped that the Board of Supervisors and Mayor would consider that message. Ms. Upton reminded the Commission of Ms. Emberly Cross's earlier presentation and how the dollars [which fund the Partner Agencies] save the City money.

C. Sexual Assault Services/Education RFP
Grants Administrator Richard Eijima provided an overview of the recommendations of the Funding Committee regarding the Sexual Assault Service & Education Grant Awards, totaling $325,000 over the next 18-months (January 2006-July 2007) in three program areas: 24-hour crisis line, intervention advocacy services, and prevention and education training. The Committee concurred with the RFP Review Panel and recommended awards to the Arab Cultural and Community Center, the Community Youth Center, and San Francisco Women Against Rape (SFWAR).

Action: Approved the recommendations of the Funding Committee for the Sexual Assault Service & Education grant awards.
m/s/c (Keehn/Williams/Unanimous)

Public Comment
Nina Jusuf, Executive Director of SFWAR, thanked the Commission on behalf of her agency.

D. 49ers Diversity Plan .
President Shorter invited the Commission to join the Human Rights Commission at a Joint Hearing to review the 49ers Diversity Plan on February 9, 2006 in City Hall, Room 416. President Shorter expressed her concerns about the absence of a gender analysis in the current draft of the Diversity Plan.
No public comment.

E. Friends of the Commission
Vice President Williams reported on the January 10, 2006 Friends leadership meeting. Their next meeting is scheduled for February 9, 2006. They hope to have a fundraiser in 2006.
No public comment.

F. Sexual Healing Workshop
Executive Assistant Bernice Casey gave an overview of the March 2, 2006 City College's Healing for Change's Sexual Healing Workshop. Ms. Casey stated that the self-healing workshop was for female survivors of violence and trauma. The sponsorship does not require a financial commitment, but would be non-fiscal, but would allow Healing for Change to use the name of the Commission to advertise the event.

Action: Supported the Sexual Healing Workshop.
m/s/c (Shorter/Williams/Unanimous)
No public comment.

VII. OLD BUSINESS

A. Labor Conditions of Exotic Dancers
Commissioner Evans reviewed the modifications to the legislation and stressed the overall goal of ensuring that exotic dance clubs are safe for dancers.

Commissioner Keehn asked about the enforcement mechanism.

Commissioner Evans said the Entertainment Commission would issue permits to operate after holding a public hearing. The Police Department would be able to cite a club operating without a license.

Executive Director Murase stated that there was a provision allowing the Commission and the Department on the Status of Women and other City agencies to inspect the premises [of an exotic dance club] at any time.

President Shorter stated that public comment would be limited to 90 seconds due to time constraints.

Public Comment.

Kia, a dancer, expressed her concern about losing private booths like the Champagne Room. She said that the stage fees were part of her contract as an independent contractor. She said she was given the option of being classified as employee. Kia submitted a petition with over 200 signatures from dancers and said that she obtained the signatures in less than a day. She stated that if she had more time she would be able to submit even more signatures.

Arial, a dancer, said she had never sold herself and that her job [as a dancer] allowed her to attend school full-time. She said not to change her club.

Lucia, a dancer, said the Champagne Room was safe. She said that the VIP area is open. She said that her managers are always looking out for her.

Venus, a dancer, said that a large majority of the dancers [she knows] are students. She said that if the Commission got rid of the private booths, her livelihood would be cut in half.

Suzy, a dancer, said she worked at the Hustler Club and that is was great. She stated that she had been sexually assaulted at the Mitchell Brothers in a booth, but that the Hustler Club was great and looked after the dancers.

Amanda, a dancer, said that she was very well treated at the club. She felt incredibly safe and that the booths provided an illusion of privacy.

Misty, a dancer, said that bouncers at the club were very protective and walked back and forth in the private areas to check on the dancers. She said that there was always someone watching. She said she worked at the Hustler Club.

Roxy, a dancer, said the legislation was insulting. She said there was no coercion and that she was responsible as a dancer and let management know if there was a problem.

Pixy, a dancer, said she had never once been coerced into doing something she didn't want to do.

Cynthia, a dancer at Showgirls, said she is not a prostitute and that the legislation was an insult to her.

Raven, a dancer, said she had been dancing for six months and has never felt unsafe. She said the managers were great. She said that if the Commission got rid of the private booths that it would dramatically decrease the amount of money she made.

Kiera, a dancer, said she had been dancing for 13 years. She said that each club should be looked at individually and that the clubs which are not following the rules should be investigated.

Shauna, a dancer, encouraged the Commission to leave the private booths in the clubs. She said she never felt like she had to pay her stage fees if she didn't have the money. She said that management waives fees if a dancer does not make enough in a shift.

Tauras, a dancer, said the private rooms allow dancers to earn more money and that the bouncers look after the dancers.

Ramona, a dancer, said she has been dancing for 4.5 years and has never felt coerced. She said she didn't see any reason to close down the private booths.

Mira, a dancer at Crazy Horse, said that dancers deserved a right to work. She said that the private rooms allowed dancers to make money.

Sheila, a dancer, said she had been dancing for a year. She said everything has been great. She said that the private rooms allowed her to make money. She said that by dancing she was able to go from a part-time student to a full-time student.

Stephanie, a dancer, said that dancing allowed her to take care of her family as a single mom.

Bella, a dancer at the Gold Club, said she was proud to be an exotic dancer. She asked that the lights don't get turned up.

David, a manager at Crazy Horse, said that he was glad to hear from all the dancers. He said that he has seen a cross-section of women as dancers, pre-med students to businesswomen.

Christina, a dancer, said that customers are kicked out if they are not respectful. She said that management takes care of the dancers. She said that the lights should stay dim.

Misha, a dancer, said that the clubs have evolved. She always felt safe. She said she conducts herself with etiquette and style. She said the private rooms help her make money.

Daisy, a dancer, said that she had been a dancer from Alaska to Mexico. She said that dancers didn't need private booths to make money. She said that women had been raped in the clubs.

Ariel, a dancer, said she had been dancing for eight months and made money in the VIP rooms. She said she never felt disrespected.

Amone, a dancer, said that San Francisco has the safest clubs. She said that the private rooms had cameras and clubs could monitor the rooms to make sure dancers were safe. She said that dancers were independent contractors like hairdressers.

Hima, a filmmaker, said it was awesome that everyone came out but asked the dancers to consider who had asked them to come.

President Shorter asked that comments be addressed to the Commission not the audience.

Hima said that dancers should be paid to work. She said the legislation provided a way for dancers to work safely.

Nancy, a dancer, said the Commission cannot take the VIP rooms away. She said that economic impact would hurt San Francisco. She said that she was a property owner which allowed her to rent to San Franciscans. She said that if she couldn't dance in the private booths she wouldn't be able to make money to pay her mortgages and won't be able to rent to San Franciscans.

Nikki, a dancer, said she has never been coerced. She said the stage fees were like a renter fee. She said that if a dancer performed prostitution her contract was terminated.

Bridget, a dancer, said that taking away the private booths would be like taking away 80-90% of her income. She said that the money she makes allows her to take care of family members.

Christine, a dancer, said that she dances and is not coerced.

Olida, a dancer, said the money she makes as a dancer helped her pay for medical bills for an ill family member. She said the majority of money she makes is from the private booths.

Stephanie, a dancer, said that the clubs explain about the stage fees and that the stage fees are like the same fees paid in beauty salon.

President Shorter thanked everyone for their comments. She stated that the legislation was designed for everyone's safety.

VIII. REPORTS

A. Health
Commissioner Marks was absent.
No public comment.

B. Justice & Courage
Commissioner Keehn thanked Ms. Montoya for her hard work. She said that the Mayor had guaranteed that the Justice & Courage Policy Analyst position would be added into the budget. She said that the Oversight Panel would be holding an roundtable discussion with the ethnic media.
No public comment.

Commissioner Keehn left at 7:04 PM.

C. Convention to Eliminate All Forms of Discrimination Committee
Vice President Williams said that the next CEDAW meeting would be on February 22, 2006 at 10:30 AM.
No public comment.

D. Violence Against Women Intervention & Prevention Grants Program
Commission Munter said that an RFP for a public education program on human trafficking would be issued shortly.

Quorum lost at 7:06 PM.

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San Francisco Commission on the Status of Women

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February 22, 2006

COMMISSION MEETING AGENDA
Wednesday, February 22, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:
President Andrea Shorter
Vice President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter

Total Estimated Meeting Time: 112 minutes

I. CALL TO ORDER/ AGENDA CHANGES 1 min

II. APPROVAL OF MINUTES DISCUSSION/ACTION 2 min.

Explanatory documents - Draft Minutes from January 25, 2006
Action: To approve draft minutes from January 25, 2006.

III. PRESIDENT'S REPORT DISCUSSION 5 min.

IV. EXECUTIVE DIRECTOR'S REPORT DISCUSSION

A. Executive Director

Explanatory document-The Executive Director's Report discusses the work of the Department: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

B. Staff Report-CEDAW Analyst Kim-Shree Maufas

C. Violence Against Women (VAW) Partner Agency Profile-Lavender Youth Recreation and Information Center [LYRIC]

CONSENT AGENDA

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routine by the Commission on
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on the Consent Agenda.

V. CONSENT AGENDA DISCUSSION/ACTION 5 min.

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on the Consent Agenda.

Action: To approve the Consent Agenda.
A. Honoring Women's History Month, Res. 2006-003: Resolution recognizing March as Women's History Month.
B. Honoring Amy Ackerman, Res. 2006-004: Resolution recognizing the work of City Attorney Amy Ackerman.
C. Honoring Curry Senior Center, Res. 2006-005: Resolution recognizing the work of the Curry Senior Center to seniors of San Francisco.
D. Honoring the Japanese Delegation, Res. 2006-006: Resolution recognizing the Japanese delegation on domestic violence.
E. Honoring Aileen Hernandez, Res. 2006-007: Resolution recognizing Aileen Hernandez as a 2006 National Women's History Month Honoree: Builders of Communities and Dreams.
VI. NEW BUSINESS DISCUSSION/ACTION
A. City College International Women's Day Vivian Caldron 10 min
Ms. Caldron will discuss a City College International Women's Day event, sponsored by Latino Services Network and the Women' Studies Department, which features Dolores Huerta and Elba Sanchez.
B. Agencies Response to Disaster Shelter Staff 20 min.
Executive Director Kathy Black from La Casa de las Madres, Program Director Jennifer Grant from the Riley Center, and Maintenance Coordinator Geene Gonzales from the Asian Women's Shelter will discuss their agencies' disaster response plans.
C. Urban University Tracey Weaver 10 min.
Ms. Weaver will give a presentation on "Moms at Work," a program that helps single working mothers balance work and life.
VII. OLD BUSINESS DISCUSSION
A. Labor Conditions of Exotic Dancers Commissioner Evans 5 min.
Commissioner Evans will provide an update on the exotic dancer legislation.
B. 49ers' Diversity Plan Vice President Williams 5 min.

Vice President Williams will provide an overview of the February 9th Joint Hearing.
C. Police Videos Vice President Williams 5 min.
Vice President Williams will provide an update on the City's response to the police videos.

VIII. REPORTS DISCUSSION/ACTION
A. Health Commissioner Marks 5 min.
B. Justice & Courage Commissioner Keehn 5 min.
C. CEDAW Vice President Williams 5 min.

D. VAW Grants Program Commissioner Munter 5 min.
E. Friends Vice President Williams 5 min.

IX. PUBLIC COMMENT DISCUSSION 2 min.
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

X. ADJOURNMENT ACTION 2 min.
American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to
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415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.
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San Francisco Commission on the Status of Women

February 22, 2006

COMMISSION MEETING MINUTES
Wednesday, February 22, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present	Staff Present
Vice President Williams	Executive Director Emily Murase, PhD
Commissioner Dorka Keehn	Executive Assistant Bernice Casey
Commissioner Jing Xu Lee	Grants Administrator Richard Eijima
Commissioner Carolene Marks	Senior Policy Analyst Ann Lehman
Commissioner Katherine Munter	CEDAW Policy Analyst Kim-Shree Maufas
	Justice & Courage Analyst Colleen Montoya
	Policy Analyst Carol Sacco

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I. CALL TO ORDER/ AGENDA CHANGES
Vice President Williams called the meeting at 5:15 pm. President Shorter and Commissioner Evans were excused. Vice President Williams moved Reports after the Executive Director's Report.
No public comment.

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II. APPROVAL OF MINUTES .
Action: Approved draft minutes from January 25, 2006.
m/s/c (Keehn/Munter/Unanimous)
No public comment.

III. PRESIDENT'S REPORT
Due to time constraints, Vice President Williams waived the President's Report.

IV. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director
Executive Director Murase provided the Commission a written report summarizing the work of the Department in the following areas: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

Dr. Murase provided an update on the Budget. She stated that the Department had $13,000 in on-going reductions and a $70,000 contingency plan. Dr. Murase stated that the $13,000 would be absorbed in administrative cuts without an employee furlough.

Dr. Murase stated that the Controller's Office had completed a requested audit of W.O.M.A.N., Inc. She reported that the Department was working closely with the staff of W.O.M.A.N., Inc. and asked that any detailed questions about the process be addressed to her.

Dr. Murase reported that the UCSF Trauma Center had submitted a letter to the Commission on February 10, 2006, expressing its concerns with the recent contract award to San Francisco Women Against Rape (SFWAR) for sexual assault serveices..

Commissioner Munter stated that she would be working with the Department to respond to the concerns raised by UCSF.

B. Staff Report-CEDAW Analyst Kim-Shree Maufas
Ms. Maufas's report was moved to later in the meeting due to time constraints.
C. Violence Against Women (VAW) Partner Agency Profile-Lavender Youth Recreation and Information Center [LYRIC]
Executive Director Jodi Schwartz thanked the Commission and the Department for allowing her to speak. Ms. Schwartz gave special thanks to Commissioner Marks. Ms. Schwartz reviewed the agency profile with the Commission to provide an overview of the services provided by LYRIC. Highlighting the Queer Girl video project and the Young Women's Health fair, Ms. Schwartz discussed how LYRIC utilized its grant monies. Ms. Schwartz stated that LYRIC was currently building staff capacity through a grant from the Department of Children, Youth, and Their Families.

Commissioner Munter asked where LYRIC received its funding.

Ms. Schwartz replied that 60% is from government agencies and that the Department is one of five government funders. The other 40% of funding comes from major donors (20%) and institutional donors (20%). Ms. Schwartz stated that individual donors were an untapped resource which LYRIC would be pursuing under her leadership.

Vice President Williams asked where LYRIC did outreach in the community.

Ms. Schwartz stated that outreach efforts were made at middle schools and through a program called My Space.

Commissioner Keehn asked what the biggest hurdles in accessing services were.

Ms. Schwartz said there were many factors impacting access, but homelessness was one of the biggest factors.

Vice President Williams asked which agencies LYRIC worked in collaboration with.

Ms. Schwartz said LYRIC collaborated with the following agencies: New Leaf, Department of Public Health (DPH), Eureka Valley Center, Recreation and Parks Department, Larkin Street, and the San Francisco LGBT Center. Ms. Schwartz stated that some collaborations provided opportunities to reach out to isolated communities.

Public Comment.
Lisa Thomas-Adeyemo, SFWAR's Director of Counseling, read a statement from SFWAR Executive Director Janelle White. Ms. White's statement said she was sorry she was unable to attend this evening's meeting. The statement said that SFWAR was eager to work in partnership with the UCSF Rape Trauma Center and that SFWAR and UCSF have a history of collaboration.

Patricia Berne, SFWAR Board Member, said that SFWAR would be drafting a response to the UCSF Rape Trauma Center letter recounting its concerns and extending SFWAR's commitment to meet and work with the staff of the Rape Trauma Center.

V. REPORTS

A. Health

Commissioner Marks provided an update on the Universal Health Care Initiative and stated that she had met with the Mayor and with DPH. Ms. Marks stated that she was working with a group called Volunteers in Medicine, which provides health care to working people utilizing retired medical staff. Commissioner Marks stated that she was sorry she would miss the presentations on disaster preparedness and asked that any statements be provided to her. In addition, Commissioner Marks stated that she was working with Upwardly Global, a group that works with recent professional immigrants and independent organizations.
No public comment.

B. Justice & Courage

Commissioner Keehn stated that the City recently put a large amount of money into anti-violence programs but expressed her concerns about the lack of monies earmarked for domestic violence and sexual assault services.
No public comment.

C. CEDAW

Vice President Williams said the CEDAW Committee had met earlier today and received an informational training on CEDAW from Senior Policy Analyst Ann Lehman. Ms. Williams said that upcoming CEDAW Committee meetings would focus on three of the departments which had completed a gender analysis.
No public comment.

D. VAW Grants Program

Commissioner Munter said that the Department would be working closely with SFWAR and the Rape Trauma Center to facilitate a discussion. She said that she believed the Department would work closely with W.O.M.A.N., Inc. on issues raised in the audit. Ms. Munter asked CEDAW Policy Analyst Maufas to provide an update on the Trafficking RFP.

Ms. Maufas stated that five agencies attended the Bidder's Conference and that she had received three proposals and was working to finalize a Review Panel.

Commissioner Marks acknowledged the work of Commissioner Munter in the grants programs.

E. Friends

Vice President Williams reported that the Friends of the Commission on the Status of Women met on February 9 and elected officers. Toni Wilson was re-elected as President. She stated that the Friends were trying to tie the 31st anniversary of the Commission into its work.
No public comment.

Vice President Williams asked the individual filming the meeting to identify herself.

The individual filming the meeting said her name was Hima and that she was working on a documentary.

VI. CONSENT AGENDA .

All matters listed hereunder constitute a Consent Agenda and are considered to be

routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approved the Consent Agenda.
m/s/c (Keehn/Munter/Unanimous)
No public comment.

A. Honored Women's History Month, Res. 2006-003: Resolution recognizing March as Women's History Month.

B. Honored Amy Ackerman, Res. 2006-004: Resolution recognizing the work of City Attorney Amy Ackerman.

C. Honored Curry Senior Center, Res. 2006-005: Resolution recognizing the work of the Curry Senior Center to seniors of San Francisco.

D. Honored the Japanese Delegation, Res. 2006-006: Resolution recognizing the Japanese delegation on domestic violence.

E. Honored Aileen Hernandez, Res. 2006-007: Resolution recognizing Aileen Hernandez as a 2006 National Women's History Month Honoree: Builders of Communities and Dreams.

VII. NEW BUSINESS

A. Staff Report
CEDAW Policy Analyst Kim-Shree Maufas provided an update on the sexual harassment prevention legislation for the San Francisco Unified School District. Ms. Maufas said that she had been working the school district and the School Board over the last few months. She said a new resolution would require mandatory training and bring the district into compliance with the Office of Civil Rights, Title IX.

Commissioner Keehn asked who would provide the training.

Ms. Maufas said that the training would be provided by Claudia Beliz, Title IX Compliance Officer.

Commissioner Munter asked what role the Department would have in compliance.

Ms. Maufas stated that the Department would be available, as it had been historically, to provide technical assistance.

Commissioner Marks departed at 5:54 pm.

B. City College International Women's Day
Ms. Vivian Caldron and Ms. Blank invited the Commission to a City College International Women's Day event, sponsored by Latino Services Network and the Women' Studies Department, featuring Dolores Huerta and Elba Sanchez. The event will be held on March 9 at City College Phelan Campus.
No public comment.

C. Agencies Response to Disaster

Commissioner Keehn asked who had requested the presentation [from the agencies].

Executive Director Murase stated that Commissioner Marks had requested the presentations.

Commissioner Keehn apologized to the agencies.

Executive Director Kathy Black from La Casa de las Madres said that is was an opportunity for La Casa to talk about its work in this area. She said that La Casa was working in partnership with San Francisco Collaborating Agencies Responding to Disaster (SFCARD). In addition, La Casa was working with the DPH as part of a City-wide emergency plan and with San Francisco General Hospital (SFGH) to make itself available as psychiatric resource. As a shelter, La Casa has acquired an ample stock of food, medical, clothing resources and supplies. La Casa staff has worked to make sure services and resources would be available if the shelter lost electrical power.

Program Director Jennifer Grant from the Riley Center said that St. Vincent de Paul [parent organization and fiscal agent for the Riley Center] was active in community-wide disaster preparedness programs. Each [domestic violence] shelter has a bulletin board with emergency procedures in English, Spanish, and Chinese. Each shelter is equipped with an emergency supply kit. All staff is trained in where to locate supplies, how to access water, and how to turn off the electricity and gas.

Maintenance Coordinator Geene Gonzales from the Asian Women's Shelter (AWS) stated that AWS was working with SFCARD and San Francisco Neighborhood Response Teams (SFNERT) and had received training. AWS conducts four trainings a year in emergency preparedness and discusses hazard mitigation, earthquake preparedness, and other disasters. AWS shelters can survive for 4-5 days without outside assistance. In addition, if needed, AWS has an out of state contact where clients can be transferred.

Vice President Williams thanked the presenters and suggested that future Department agency audits ask for a disaster preparedness plan.

C. Urban University
Ms. Tracy Weaver gave a presentation on "Moms at Work," a program at Urban University, which helps single working mothers balance work and life. Ms. Weaver stated that the Urban University was founded in 1998 by her, a single mother. After 8 years, Urban University has served over 400 women, 85% were single mothers of color. Ms. Weaver said that she would like to work with the Commission about addressing the needs of single mothers, particularly the issues of being over extended from working the "second shift" and child care.

Commissioner Keehn suggested accessing resources for expansion through the Women's Foundation and child care resources through DCYF.

Ms. Weaver said that Urban University had established a committee to look at child care availability and was examining additional models for care, including a daycare collective.

Public Comment.
Debra, a client of Urban University, said that the resources she received at Urban University helped her establish her own consulting business and that parenting can be a real challenge for all families.

VIII. OLD BUSINESS

A. Labor Conditions of Exotic Dancers

Commissioner Keehn said that the legislation would address labor issues within the dance clubs and stated that the Commission had been working with other City agencies to determine the legality of the booths. Commissioner Keehn explained that stage fees were illegal by state law and that the Commission was not creating new laws, but establishing a permitting scheme to monitor all clubs that provide exotic dancing as a form of entertainment.

Commissioner Munter stated that the legislation was an effort to clarify existing laws, laws which were already on the books, and to maintain good working conditions.

Executive Director Murase said that the legislation was intended to fully support the work of dancers by providing a safe working environment and to ensure that dancers are paid what they deserve since stage fees are illegal by state law.

Public Comment

Francisco, with the Department of Environmental Justice, said that any legislative process should involve the constituents of San Francisco, not just a segment of the population. He encouraged workshops to be held which included input from the dancers, owners, and patrons.

Lila, a dancer, said she had been working for over 3 years and worked in 4 to 5 clubs. She has never felt forced into prostitution. She said she had never been assaulted or knew of a dancer who had been assaulted. She prefers to be an independent contractor and said that the VIP rooms [private booths] were where she made 80% of her income.

Holly, a dancer at the Gold Club, said she had been dancing for eight months. She said that dancers were discouraged from performing acts of prostitution and were treated with respect from the management. She said that she had flexibility, and that Sex Workers Organized for Civil and Human Rights did not represent her.

Commissioner Keehn clarified that the based on case law the state did not recognize exotic dancers as independent contractors.

Helena, a dancer, said she had been dancing for 4 years, Déjà Vu for two years. She said there was a difference between alcohol and non-alcohol serving clubs. She said that in clubs that serve alcohol, patrons and dancers have to maintain a 6-foot distance. She said that the flexibility [as a dancer] allows her to go to school.

Charlie said she had worked at the Gold Club for several years and that the working conditions there were exceptional. She said that management is very professional. She said that prostitution was not allowed in the Champagne/VIP rooms.

Jody said she had been dancing at the Gold Club for 5 years and that it is a safe, clean environment where she is able to earn money and go to school. She said that she only has to work 3 days of the week. Jody said that she had read the information about coerced prostitution and said that it was not happening at the Gold Club. She said the booths were not totally private. She said that she has never felt threatened. She ended by saying that if the booths were taken away, her income would be cut by more than half and she would have to take out student loans.

Diamond, a dancer, said she worked at the Gold Club which is a gentlemen's club.

She said that the club works with her school schedule and waives house fees if a dancer does not make enough money during a shift.

Devan, a dancer, stated that she worked at the Gold Club. She reiterated that the private rooms were not private but removed from the general areas to make the customer feel special. She said that 80% of her income is made in the VIP areas. She said that stage fees were like rental fees. She said that no place was private in the club and that dancers can refuse to provide service to a patron by asking the bouncer to remove him. She said that Ms. Weaver has addressed the issues of single motherhood in her presentation and that dancing provided an opportunity for her to support her child.

Daisy Anarchy said that the labor laws prohibited stage fees and that there were hundreds of cases where the Labor Commission had ruled that dancers were not independent contractors. She said that she had been sexually assaulted in a private booth and her friend had been raped. She said that the clubs were providing misinformation and that dancers can make all the money they need without private booths.

Hima, a dancer, said that dancers are forfeiting their rights to make money by paying stage fees. She said that dancers can still make money without private booths.

Cris, a dancer, said she had been a dancer for 2 years with the Hustler Club. She said she would like a copy of the legislation. She said that dancers had the right not to be sexually assaulted and that just because one dancer had not been assaulted did not mean that it was not happening to other dancers. She asked where she could get information on the existing laws. She said that all clubs were not the same and maybe only a few needed to be policed.

Commissioner Keehn said to contact the Department to get a copy of the legislation.

Maxine Doogan, with Exotic Services Providers, stated that she appreciated the work of the Commission. She has been working with the Labor Council to keep the abreast of the work of the Commission and the Department with on the legislation. She stressed the illegality of stage fees.

B. 49ers' Diversity Plan .

Vice President Williams provided an overview of the February 9 Joint Hearing with the Human Rights Commission. She said the current draft diversity plan does not fully represent women but said she was working with Lisa Lange, 49ers' Vice President of Communications. She said that she believed the 49ers would have something more specific before the season began.

Executive Director Murase said the Department was pushing for greater representation of women, such as vendors, and urged the 49ers to conduct a gender analysis.

Vice President Williams asked for a copy of the gender analysis completed by the Department.

Dr. Murase said she has scheduled a training at the July 2006 Commission Retreat.
No public comment.

C. Police Videos

Executive Director Murase said that the Department had received no additional information and that a Blue Ribbon Task Force had not been appointed yet.

Commissioner Keehn asked why the Commission needed to wait before taking action.

Commissioner Munter said they were awaiting from guidance from the Mayor's Office.

Dr. Murase said she had meet with the Mayor's Chief of Staff and was waiting for the Blue Ribbon Task Force to be formed. She suggested inviting Ed Lee to an upcoming Commission meeting.
No public comment.

IX. PUBLIC COMMENT
No public comment.

X. ADJOURNMENT
The meeting was adjourned at 7:09 pm.

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San Francisco Commission on the Status of Women

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March 22, 2006

COMMISSION MEETING AGENDA
Wednesday, March 22, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:

President Andrea Shorter	Commissioner Jing Xu Lee
Vice President Angela Williams	Commissioner Carolene Marks
Commissioner Andrea Evans	Commissioner Katherine Munter
Commissioner Dorka Keehn	

Total Estimated Meeting Time: 89 minutes

I. CALL TO ORDER/ AGENDA CHANGES 1 min
II. APPROVAL OF MINUTES DISCUSSION/ACTION 2 min.
Explanatory document - Draft Minutes from February 22, 2006
Action: To approve draft minutes from February 22, 2006.

III. PRESIDENT'S REPORT DISCUSSION 5 min.
IV. EXECUTIVE DIRECTOR'S REPORT DISCUSSION
A. Executive Director
Explanatory document-The Executive Director's Report discusses the work of the Department: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)'s Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.
B. Staff Report-Executive Assistant Bernice Casey
C. Violence Against Women (VAW) Partner Agency Profile-Women in Dialogue-In Defense of Prostitute Women's Safety

V. CONSENT AGENDA DISCUSSION/ACTION 5 min.
All matters listed hereunder constitute a Consent Agenda and are considered to be

routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.
Action: To approve the Consent Agenda.
A. Res. 2006-008: Resolution recognizing April as Sexual Assault Awareness Month.
B. Res. 2006-009: Resolution recognizing the "It's Never This Obvious" Conference on Domestic Violence and conference organizers Stephanie Manfre and Lisa Sapiro.
C. Res. 2006-010: Resolution recognizing posthumously the work of Tanya Neiman, Director of the San Francisco Bar Association Volunteer Legal Service Program.
D. Res. 2006-011: Resolution recognizing posthumously the work of Mary Helen Rogers, a leading community advocate in the Western Addition neighborhood.
E. Res. 2006-012: Resolution recognizing April 25, 2006 as Equal Pay Day, marking the point in the year at which women reach pay equity with men.
F. Res. 2006-014: Resolution recognizing April 27, 2006 as Take Our Daughters and Sons to Work Day.
VI. NEW BUSINESS DISCUSSION/ACTION
A. SafeHouse Debra Salan, Ph.D., MSW 15 min
Executive Director Salan will give a presentation on her organization and its services to women leaving prostitution.
B. Use of Budget Surplus President Shorter 10 min.
President Shorter will discuss Mayor Newsom's Anti-Violence Investment programs and discuss next steps.
Action: To approve next steps.
VII. OLD BUSINESS DISCUSSION
A. Labor Conditions of Exotic Dancers Commissioner Evans 15 min.
Commissioner Evans will provide an update on the exotic dancer legislation.
Explanatory documents- Enforcement matrix and Commonly Asked Questions
B. Police Videos President Shorter 5 min.
President Shorter will provide an update on the City's response to the police videos.
Action: To approve next steps.
VIII. REPORTS DISCUSSION/ACTION
A. Health Commissioner Marks 5 min.
B. Justice & Courage Commissioner Keehn 5 min.
C. CEDAW Vice President Williams 5 min.
D. VAW Grants Program Commissioner Munter 5 min.
E. Friends Vice President Williams 5 min.

F. Economic Development Vice President Williams 5 min.
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San Francisco Commission on the Status of Women

March 22, 2006

COMMISSION MEETING MINUTES
Wednesday, March 22, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present
Vice President Williams
Commissioner Andrea Evan
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks

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Staff Present
Executive Director Emily Murase, PhD
Executive Assistant Bernice Casey
Grants Administrator Richard Eijima
CEDAW Analyst Kim-Shree Maufas
Justice & Courage Analyst Colleen Montoya

I. CALL TO ORDER/ AGENDA CHANGES
Vice President Williams called the meeting at 5:10 pm.
No public comment.

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II. APPROVAL OF MINUTES
Action: Approved draft minutes from February 22, 2006. m/s/c (Keehn/Marks/Unanimous)
No public comment.

III. PRESIDENT'S REPORT
Vice President Williams announced that the April 26, 2006 Commission meeting would be held in the community.

IV. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director
Executive Director Murase provided the Commission a written report summarizing the work of the Department in the following areas: Justice & Courage, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Public Outreach, Violence Against Women (VAW) Grants, Department Operations, and Upcoming Events.

Dr. Murase announced that the Department had been awarded a $200,000 grant from Blue Shield Foundation for a Domestic Violence Cross Training Institute, an idea which originated from the Justice & Courage Resources Committee.

B. Staff Report-Executive Assistant Bernice Casey
Ms. Casey provided an overview of the events staff attended in recognition of International Women's Day and Women's History Month.

C. Violence Against Women (VAW) Partner Agency Profile-Women in Dialogue
Coordinator Rachel West stated that the funding from the Department helped to provide preventive outreach and education services to sex workers. Women in Dialogue provided these workers with a safe, non-judgmental environment. Ms. West stated that the criminalization of prostitutes impacted mothers, poor women, women of color, and immigrant women. With current funding, the agency hired a part-time staff person. In addition, they distributed over 700 brochures about services to homeless and transgender women. Ms. West stated that she has presented before the Board of Supervisors, the Human Rights Commission, the Immigrant Rights Commission, and the Youth Commission about their work. Dr. Murase acknowledged the tremendous outreach efforts undertaken by Women in Dialogue.

V. CONSENT AGENDA
All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Commissioner Marks asked why San Francisco Women Against Rape (SFWAR) and Rape Trauma Center (RTC) were the only agencies being recognized for Sexual Assault Awareness Month. Executive Assistant Casey informed the Commission that SFWAR and RTC were the two agencies in the community whose primary focus was on combating sexual assault.

Action: To approve the Consent Agenda. m/s/c (Keehn/Evans/Unanimous)

A. Res. 2006-008: Resolution recognizing April as Sexual Assault Awareness Month.

B. Res. 2006-009: Resolution recognizing the "It's Never This Obvious" Conference on Domestic Violence and conference organizers Stephanie Manfre and Lisa Sapiro.

C. Res. 2006-010: Resolution recognizing posthumously the work of Tanya Neiman, Director of the San Francisco Bar Association Volunteer Legal Service Program.

D. Res. 2006-011: Resolution recognizing posthumously the work of Mary Helen Rogers, a leading community advocate in the Western Addition neighborhood.

E. Res. 2006-012: Resolution recognizing April 25, 2006 as Equal Pay Day, marking the point in the year at which women reach pay equity with men.

F. Res. 2006-013: Resolution recognizing April 27, 2006 as Take Our Daughters and Sons to Work Day.

VI. NEW BUSINESS

A. SafeHouse
Executive Director Debra Salan provided the Commission with an overview of the work and history of her organization, SafeHouse, which provides services and housing to former sex workers. Dr. Salan said the agency provided intensive therapy and a full-time, out-patient day treatment for up to six months for clients. The training

component focuses on education, money management, and life skills. The SafeHouse is one of less than ten agencies nationwide that address this population. Dr. Salan said she hoped to build stronger relationships between SafeHouse and individuals and organizations within the women's community.

B. Use of Budget Surplus
Executive Director Murase discussed the Department's meeting with Allen Nance, Director of the Mayor's Office of Criminal Justice (MOCJ) in the context of strategies for spending the budget surplus in the area of violence prevention. Dr. Murase acknowledged the work of Beverly Upton and Beckie Masaki for bringing attention to domestic violence and sexual assault [and to include domestic violence and sexual assault in the prevention piece] before the Board of Supervisors. Dr. Murase reported that Supervisor Ma would be forwarding a $1.2 million line item to include domestic violence and sexual assault and allocating the monies to MOCJ.

Vice President Williams asked if the community had an opportunity to provide input [on how surplus monies should be spent]. Executive Director Murase replied that the community had been brought to the table in different forums. Commissioner Keehn asked why the money was going to be allocated to MOCJ.
Dr. Murase stated that the process for distributing the funds [budget surplus] was not solid, but the Department would be working with MOCJ.

VII. OLD BUSINESS

A. Labor Conditions of Exotic Dancers
Commissioner Evans reviewed the enforcement matrix and Commonly Asked Questions memo in the Commissioners' packet. Dr. Murase stated that the Department had spoken to several Supervisors about introducing the legislation. She said that if we were unable to obtain supervisor sponsorship that the Commission can introduce the legislation. Dr. Murase encouraged the Commissioners to meet with the Supervisors to discuss the legislation and the budget surplus. Executive Assistant Casey asked the Commissioners to contact her and she would make appointments.

Public Comment
Daisy Anarchy thanked the Commissions for its continued word. She stated that Danny, the Gold Club manager, had told dancers [who attended the January and February 2006 Commission meetings] that they would get stage fees waived for four night shifts if they attended meetings. In addition, he provided talking points to the dancers. Ms. Anarchy said that BSE Management had posted a flyer at some of their club sites, which totally misrepresented the Commission, its work on the legislation, and named her by [her legal] name in an attempt to frighten dancers from coming forward. Ms. Anarchy said she provided a copy of the poster to the Department.

Maxine Doogan with the Erotic Services Providers stated that she has set up a dancers' page on her organization's web-site, www.espu-ca.org. The page includes labor law and labor codes which address the working conditions of the exotic dancers.

B. Police Videos
Executive Director Murase said that she had no news to report on the Blue Ribbon Task Force and added that the Human Rights Commission (HRC) was also unaware of any new developments. Dr. Murase had learned that the two top people selected to chair the Task Force had declined.
No public comment.

Commissioner Keehn departed at 6:05 p.m.

VIII. REPORTS

A. Health
Commissioner Marks reported that she had attended a meeting with Department of Public Health Director Mitch Katz, MD, to discuss the Universal Health Care Initiative. In addition, she was working with Volunteers in Medicine, an organization that provides free health care to working adults. Commissioner Marks apologized for missing the presentation by the Partner Agencies on their disaster preparedness planning, and stated she had reviewed their presentations in the meeting minutes.
No public comment.

Commissioner Lee departed at 6:10 p.m.

B. Justice & Courage
Executive Director Murase directed the Commission to her Executive Director's Report for a full report on Justice & Courage. She recognized Justice & Courage Policy Analyst Colleen Montoya, Graduate Policy Intern Lisa Sapiro, Commissioner Keehn, and Commissioner Lee for their work on the media roundtable.
No public comment.

C. CEDAW
Vice President Williams reported the CEDAW Committee had reviewed gender analysis at its previous meeting. She said that the next meeting would be on April 13 and the Committee review reports submitted by the City departments who participated in the 2001 Gender Analysis report.
No public comment.

D. VAW Grants Program
The report was postponed to the April 26, 2006 meeting.
No public comment.

E. Friends
Vice President Williams said the Friends were currently working on a strategic plan.
No public comment.

F. Economic Development
Vice President Williams said that she had been meeting with staff from Women's Initiative to learn more about the economic status of women in San Francisco.
No public comment.

IX. PUBLIC COMMENT
No public comment.

X. ADJOURNMENT
The meeting was adjourned at 6:20 p.m.

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415- American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to
415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to

accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

Know Your Rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code)
Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

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City and County of San Francisco
Commission on the Status of Women
Mayor Gavin Newsom

ANDREA SHORTER
President

ANGELA WILLIAMS
Vice President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

EMILY MURASE, PhD
Executive Director

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COMMISSION MEETING AGENDA

Community Meeting
Wednesday, April 26, 2006
5:00 PM
Visitacion Valley Middle School Auditorium
450 Raymond Avenue
San Francisco, CA 94134

Roster:
President Andrea Shorter
Vice President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter

Total Estimated Meeting Time: 120 minutes

I. CALL TO ORDER/ AGENDA CHANGES *1 min.*

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II. APPROVAL OF MINUTES DISCUSSION/ACTION *2 min.*

26/06

Explanatory document - Draft Minutes from March 22, 2006
Action: To approve draft minutes from March 22, 2006.

III. PRESIDENT'S REPORT DISCUSSION *5 min.*

IV. EXECUTIVE DIRECTOR'S REPORT DISCUSSION

A. Executive Director

Explanatory document-The Executive Director's Report discusses the work of the Department: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)'s Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

V. CONSENT AGENDA DISCUSSION/ACTION *5 min.*

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Action: To approve the Consent Agenda.

A. Res. 2006-014: Resolution recognizing May as Women's Health Month
B. Res. 2006-015: Resolution recognizing May as Asian American/Pacific Islander Heritage Month
C. Res. 2006-016: Resolution recognizing James Dierke as Administrator of the Year for middle grades by the Association of California School Administrators
D. Res. 2006-017: Resolution recognizing the San Francisco Women's Rehabilitation Foundation Stepping Stone's 44th Anniversary Gala
E. Res. 2006-018: Resolution recognizing Asian Women's Shelter *Building a New world: Justice Across Border.*
F. Res. 2006-019: Letter to Mayor in support of funding for the UCSF Trauma Recover Center
G. Res. 2006-020: Resolution recognizing the contributions of Bernice Casey to the Commission
H. Res. 2006-021: Resolution recognizing April 26, 2006 as The Day of Silence®, a student-led day of action where those who support making anti-LGBT bullying and harassment unacceptable

VI. NEW BUSINESS DISCUSSION/ACTION

A. Adjusted Commission 2006 Calendar **President Shorter** *5 min.*
The Commission will review the Commission Calendar and discuss changing the July and December Commission meeting dates.

Action: To change Commission meeting dates

B. Visitacion Valley Beacon Center **Eli Horne** *5 min.*
Executive Director Horne will provide an overview on the work and programs of the Center.

C. Neighborhood Services **Kriztina Palone** *10 min.*
Ms. Palone from the Mayor's Office of Neighborhood Services will discuss City Services available in District 11, specifically in Visitacion Valley.

D. Community Input **Community Members** *60 min.*
Community members will provide information about their programs and services in the Visitacion Valley community.

VII. REPORTS DISCUSSION/ACTION

A.	**Health**	**Commissioner Marks**	*2 min.*
B.	**Justice & Courage**	**Commissioner Keehn**	*2 min.*
C.	**CEDAW**	**Vice President Williams**	*2 min.*
D.	**VAW Grants Program**	**Commissioner Munter**	*2 min.*
E.	**Friends**	**Vice President Williams**	*2 min.*
F.	**Economic Development**	**Vice President Williams**	*2 min.*

IX. PUBLIC COMMENT DISCUSSION *2 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

X. ADJOURNMENT ACTION *2 min.*

The Visitation Valley Middle School auditorium is accessible to persons using wheelchairs and others with disabilities. Assistive listening devices are available and meetings are open-captioned. Agendas are available in large print. Materials in alternative formats. American Sign Language interpreters, and other accommodations will be made available upon request. Please make your request for alternative format or other accommodations, to the Commission Secretary at 415.252.2570 or at cosw@sfgov.org. Providing at least 72 hours notice prior to the meeting will help to ensure availability. MUNI bus lines serving the area are the 9 San Bruno, 9AC San Bruno 'A' Express, 9X San Bruno Express, 15 Third Street, and 56 Rutland. Accessible curbside parking is available at Visitation Valley Middle school. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based scented products. Please help the City to accommodate these individuals. For inquiries or requests for accommodations, please call 554-6789 (V), 554-6799 (TTY)

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San Francisco Commission on the Status of Women

April 26, 2006

COMMISSION MEETING MINUTES
Wednesday, April 26, 2006
5:00 PM
Visitacion Valley Middle School
450 Raymond Avenue
San Francisco, CA 94134

Members Present
President Andrea Shorter
Vice President Williams
Commissioner Andrea Evans
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter

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Staff Present
Executive Director Emily Murase, PhD
Secretary Jennifer Baker
Grants Administrator Richard Eijima
CEDAW Analyst Kim-Shree Maufas
Justice & Courage Analyst Colleen Montoya
Policy Analyst Carol Sacco

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I. CALL TO ORDER / AGENDA CHANGES
President Andrea Shorter called the meeting to order at 5:20 pm. Executive Director Murase introduced additional resolutions under imperative agenda with a purely commendatory finding.
Action: Resolutions 2006-022 through 2006-025 were added to the consent agenda.
m/s/c (Marks/Munter/Unanimous)
No public comment.

II. APPROVAL OF MINUTES .
Action: Approved draft minutes from March 22, 2006 with minor corrections. m/s/c (Williams/Marks/Unanimous)
No public comment.

III. PRESIDENT'S REPORT
President Shorter thanked those in attendance from the Visitacion Valley community for hosting the Commission's monthly meeting at Visitacion Valley Middle School. She also congratulated the Department on the Status of Women (Department) and thanked the several community advocates who helped secure $800,000 is additional funding for violence-prevention programs.

IV. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director
Executive Director Murase provided the Commission a written report summarizing the

work of the Department in each of the areas of the Commission's Strategic Plan: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)'s Implementation of Women & Girls Human Rights, the Right to an Adequate Standard of Living, the Right to Bodily Integrity, the Right to Adequate Healthcare, and the Human Rights of Girls to Education and Social Services.

Dr. Murase thanked Commissioners Andrea Shorter and Dorka Keehn for their help in securing the additional funding for violence-prevention programs, which she noted passed after a second reading in front of the Board of Supervisors on April 25. She reported that she will be working with accounting and department staff in the coming weeks to firm up contracts for the supplemental funds. An invitation was extended to the Commission to attend the City Employee Night at the Asian Art Museum on May 11, 2006 from 5pm - 9pm.

V. CONSENT AGENDA

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Action: Approved Consent Agenda. m/s/c (Williams/Munter/Unanimous)

A. Res. 2006-014: Resolution recognizing May as Women's Health Month
B. Res. 2006-015: Resolution recognizing May as Asian American/Pacific Islander Heritage Month
C. Res. 2006-016: Resolution recognizing James Dierke as Administrator of the Year for middle grades by the Association of California School Administrators
D. Res. 2006-017: Resolution recognizing the San Francisco Women's Rehabilitation Foundation Stepping Stone's 44th Anniversary Gala
E. Res. 2006-018: Resolution recognizing Asian Women's Shelter Building a New World: Justice Across Borders
F. Res. 2006-019: Letter to Mayor in support of funding for the UCSF Trauma Recovery Center
G. Res. 2006-020: Resolution recognizing the contributions of Bernice Casey to the Commission
H. Res. 2006-021: Resolution recognizing April 26, 2006 as The Day of Silence®, a student-led day of action where those who support making anti-LGBT bullying and harassment unacceptable
I. Res. 2006-022: Resolution recognizing May 5th as Cinco De Mayo
J. Res. 2006-023: Resolution recognizing Partners Ending Domestic Abuse and the San Francisco Domestic Violence Consortium
K. Res. 2006-024: Resolution in honor of San Francisco Safety Awareness for Everyone (SAFE)
L. Res. 2006-025: Resolution Commending Ljiljana Raicevic for Advancing Women's Human Rights

President Shorter acknowledged former Executive Secretary for the Commission Bernice Casey, thanked her for her service to the Department and Commission, and wished her well in her new position.

VI. NEW BUSINESS

A. Adjusted Commission 2006 Calendar

Dr. Murase provided the Commission with a proposed meeting calendar. After discussion, the Commission decided on the following: a Special Meeting to be held

June 8, 2006 from 12:00 - 1:30 at a location TBD; changing the July Retreat from Friday, July 14 to Friday, July 28, all day at a location in the Richmond District TBD; changing the December Commission meeting from Tuesday, December 19 to Tuesday, December 12, 5:00 - 7:00 pm at City Hall, Room 408; the Department and Commission Holiday party to be held Friday, December 15 at a location TBD.
Action: Approved Adjusted Commission Calendar. m/s/c
(Shorter/Williams/Unanimous)

Dr. Murase asked the Commission to let Secretary Jennifer Baker know of any planned absences from future Commission Meetings. She noted that a record of three unexcused meeting absences is grounds for removal from the Commission.

B. Visitacion Valley Beacon Center
Executive Director Eli Horne provided the Commission with an overview of the work and programs of the Visitacion Valley Beacon Center, including tutoring, English language classes, and after-school activities for 150 children per day at the Center, amounting in service to approximately 1200 community members per year. He reported on girl-specific outreach of the Center, including a partnership with the Girls After School Academy, focusing on girls' health, language outreach, and social activities within Visitacion Valley. Mr. Horne noted that the top two problems facing the area are domestic violence and gang violence and asked for the Commission's help in crisis intervention and outreach, especially towards the youth of the community.

Public Comment
Sharen Hewitt, founder and director of the Community Leadership Academy and Emergency Response project (CLAER), expressed her concerns regarding the devastating psychological impact manifested in the community by the area's continued exposure to violence, due in-part to several deeply-rooted community problems. Specifically concerned about the impact on young members of the community, she tailors CLAER's programs to the youth of Visitacion Valley. Commissioner Carolene Marks offered to meet with Ms. Hewitt to help her craft a presentation for a future Commission meeting.

Ameerah Ali, of Mercy Housing and formerly of AIM High in Visitacion Valley, reported on the service gap she believes exists in offering supportive family development services in Visitacion Valley, specifically among women and their children. Through the Visitacion Valley Youth Council, which she co-founded, Ms. Ali works to engage teenagers in positive change through community activities, violence-prevention programs, and a focus of health and education. Ms. Ali expressed a concern about the absence of any grocery store in Visitacion Valley.

Shay Sayon, Vice President of the Visitacion Valley Youth Council, and Sayisha Warr, Secretary of the Visitacion Valley Youth Council, reported on the activities of the Youth Council, an effort to keep youth off the streets in Visitacion Valley by engaging them in meaningful group gatherings and activities. Ms. Sayon asked about youth participation on the Commission and President Shorter invited both young women to speak with her at the conclusion of the meeting to get information about the Girls' Committee. Commissioner Marks also responded with her desire to have a youth position added to the Commission, citing a recent article in the San Francisco Chronicle regarding youth participation in city government across the country.

Jackson Sayon, father of Shay, spoke about the extreme need he perceives in Visitacion Valley for more experienced and accomplished female educators.

Shanelle Williams, also of CLAER and a former Youth Commissioner, expressed her concerns regarding employment opportunities for women and public transportation in

Visitacion Valley, noting that a large percentage of women in the community are heads of household making less than $15,000 per year, not college educated, and in need of support from city agencies.

C. Neighborhood Services
Kriztina Palone, Mayor's Office of Neighborhood Services Liaison to Districts 5, 10, and 11, discussed the various city services available in District 11, and specifically in Visitacion Valley. Ms. Palone reported on a survey sent out in March about services in the area, noting that the results were being compiled with help from the Mayor's Office of Economic and Workforce Development and the Mayor's Office of Criminal Justice (MOCJ) and would be addressed at an upcoming community meeting. Preliminary data indicates that the biggest concerns of the community are gun violence and housing. She directed anyone interested in completing the survey to contact Kevin Blackwell at the Visitacion Valley Beacon Center and agreed to supply the Commission with a copy. President Shorter invited Ms. Palone and David Onek of MOCJ to speak at a future Commission meeting regarding their work on the survey.

D. Community Input
Community members provided information to the Commission about programs and services in the Visitacion Valley community, as well as voiced their concerns about issues affecting women and girls in the area.

Laura Leale, National Director of Development for the Alliance for Lupus Research (ALR), highlighted the efforts of her organization to find a cure for Lupus. Ms Leale reported that 90% of all reported Lupus cases are women. Ms. Leale is particularly interested in partnering with the Commission to promote lupus research and in particular, the November 4th Walk-A-Thon for a Lupus cure.

Cindy Choy of Chinese for Affirmative Action and the Visitacion Valley Parents Association for Limited English Proficiency expressed concerns about the language barriers that prevent parent involvement in their children's lives at school. She voiced her concern that parents who are not fluent in English are helpless in monitoring their children's progress since many school flyers are not translated into languages other than English and the issue of language access has yet to be addressed by the School Board. Ms. Choy also noted that many crimes go unreported because parents are unable to communicate with authorities.

Idell Wilson, Producer, host, and team-leader with "IdEal03 TV Show," expressed her concern about unseen illnesses in women, namely illiteracy, diabetes, and anger, and the lack of attention and funding devoted to education and prevention.

Charisse Smoller, Director of the Visitacion Valley Community Senior Center, reported that her Center serves over 100 seniors every day, more than 80% of whom are women. Ms. Smoller is specifically concerned about the levels of poverty that she sees at intake at the Senior Center, as well as her observation that many senior members of the community are concerned about violence in the community, especially at night.

Vincent Chao, Principal at Visitacion Valley Elementary School, reported that he is optimistic about the state of affairs in Visitacion Valley. He agreed that there is a real need for education about health and nutrition, and called for more training and employment opportunities for women and more after-school activities for girls in Visitacion Valley. President Shorter invited Mr. Chao to formalize this call for services in a letter to the Commission.

Julie Kavanaugh, Executive Director at the Visitacion Valley Community Center, reported on the work of The Visitacion Valley Grapevine, a local publication and website that relies entirely on submissions from community members. The Grapevine will be publishing its 25th Anniversary issue in August and Ms. Kavanaugh urged residents of Visitacion Valley to submit materials either electronically at visvalley@earthlink.com or by contacting Len Appiano, volunteer editor of the paper, at (415) 467-9300.

Chelena Starks of CLAER highlighted the need for more training opportunities and jobs with livable wages in Visitacion Valley. She thanked the Commission for bringing a meeting to the community and asked that they continue to be a presence in the area.

VII. REPORTS

A. Health
Commissioner Marks provided the Commission with a handout on women's health and reported that she is working with Policy Analyst Kim-Shree Maufas on breast cancer in underserved communities in San Francisco. Commissioner Marks also noted that she endeavors to begin work with the Mayor on women's universal healthcare reform in Bayview/Hunter's Point.
No public comment.

B. Justice & Courage
Dr. Murase directed the Commission to her Executive Director's Report for a full report on the Justice & Courage Project.
No public comment.

C. CEDAW
Vice President Angela Williams reported that the May CEDAW Committee was cancelled and that a report on the gender analysis of the Department is forthcoming.
No public comment.

D. VAW Grants Program
Commissioner Katherine Munter directed the Commission to the Executive Director's Report for a full report on the VAW Grants Program, specifically the supplemental appropriation. She congratulated all who worked to secure the supplemental and reported that as the Department is continually assessing the needs of the entire community, she urges community organizations to be in contact with the Department regarding upcoming funding opportunities.
No public comment.

E. Friends of the Commission on the Status of Women
Vice President Williams reported that the Friends have a meeting scheduled in two weeks.
No public comment.

F. Economic Development
Vice President Williams reported that both she and the Department will be participating in the upcoming Small Business Week, organized by the Small Business Commission, focusing on women's economic issues.
No public comment.

VIII. PUBLIC COMMENT
Daisy Anarchy of Sex Workers Organized for Labor, Human, and Civil Rights thanked the Commission for its resolution on Bernice Casey and noted that she looks forward to working with Ms. Baker and the Department on moving the exotic dancer legislation forward. She stated that she is upset about the latest draft version of the legislation, specifically regarding the language regulating private booths. Ms. Anarchy also stated her concern about the role of the Entertainment Commission in the

legislation. President Shorter asked Ms. Anarchy to substantiate her concerns in a letter to the Commission.

IX. ADJOURNMENT
The meeting was adjourned at 7:50 p.m.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to
(415) 252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity, or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, or to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at (415) 252-2570 (Voice) or (415) 252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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San Francisco Commission on the Status of Women

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May 24, 2006

COMMISSION MEETING AGENDA
Wednesday, May 24, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102
Roster:
President Andrea Shorter
Vice President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter

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Total Estimated Meeting Time: 112 minutes
I. CALL TO ORDER/ AGENDA CHANGES 1 min.
II. APPROVAL OF MINUTES DISCUSSION/ACTION 2 min.
Explanatory document - Draft Minutes from April 26, 2006.
Action: To approve draft minutes from April 26, 2006
III. PRESIDENT'S REPORT DISCUSSION 5 min.
IV. EXECUTIVE DIRECTOR'S REPORT DISCUSSION 5 min.
A. Executive Director
Explanatory document - The Executive Director's Report discusses the work of the Department: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)'s Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.
B. Staff Report - Department Secretary Jennifer Baker 5 min.
Explanatory document - Memo on Emergency Preparedness.
C. Violence Against Women (VAW) Partner Agency Profile
San Francisco Women Against Rape
V. CONSENT AGENDA DISCUSSION/ACTION 5 min.
All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these

items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.
Action: To approve the Consent Agenda.
A. Res. 2006-025: Resolution in Commemoration of Mother's Day Origin and Support of the Family Workplace Balancing Act (HR 1589)
B. Res. 2006-026: Resolution Honoring the 33rd Anniversary of the Arab Cultural & Community Center
C. Res. 2006-027: Resolution in Honor of Community Youth Center's "Festival of Youth Gala" 36th Annual Event
D. Res. 2006-028: Resolution Recognizing June as Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning Pride Month
E. Res. 2006-029: Resolution Recognizing the Visitacion Valley Community Senior Center's celebration of mothers and grandmothers on June 4, 2006
F. Res. 2006-030: Resolution Recognizing Equal Rights Advocates' 32nd Anniversary Luncheon on June 6, 2006
G. Res. 2006-031: Resolution Recognizing the Women's Initiative's 2006 Gala Honoring Women's Commitment to Community
H. Cert. 2006-001: Certificate of Appreciation to the members of the Justice and Courage Project Protocols Committee
I. Cert. 2006-002: Certificate of Appreciation to the members of the Justice and Courage Project Resources Committee

VI. NEW BUSINESS DISCUSSION/ACTION
A. Impact of Health Insurance Portability and Accountability Act on Service Provision
President Shorter 15 min.
Explanatory document - Background memo from Executive Director Emily Murase.
President Shorter will discuss the impact of the new HIPAA privacy regulations on service provision to sexual assault victims.
B. Economic Status of Women in San Francisco Julie Abrams 10 min.
Ms. Abrams from the Women's Initiative will give a report on the economic status of women.
Action: To approve next steps.
C.Upwardly Global Camille Ramani 10 min.
Ms. Ramani, Deputy Director and Chief Technology Officer, will discuss the work of her organization and its impact on immigrant women in the Bay Area.
D. Strategic Plan President Shorter 5 min.
Explanatory document - 2005-2008 Strategic Plan
President Shorter will open a discussion of the Strategic Planning session scheduled for July 28, 2006.
Action: To appoint a commissioner to spearhead the planning process.

VII. OLD BUSINESS DISCUSSION/ACTION

A. Labor Conditions of Exotic Dancers Commissioner Evans 15 min.

Explanatory documents - Labor Condition of Exotic Dancers Legislation DRAFT; Legislation briefing packet
Commissioner Evans will provide an update on the exotic dancer legislation. A representative from the City Attorney's office will be on hand to answer questions.
Action: To approve the Exotic Dancer Legislation.

VIII. REPORTS	DISCUSSION/ACTION	
A. Health	Commissioner Marks	5 min.
B. Justice & Courage	Commissioner Keehn	5 min.
C. VAW Grants Program	Commissioner Munter	5 min.
D. CEDAW	Vice President Williams	5 min.
E. Friends	Vice President Williams	5 min.
F. Economic Development	Vice President Williams	5 min.

IX. PUBLIC COMMENT DISCUSSION 2 min.
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.
X. ADJOURNMENT ACTION 2 min.
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San Francisco Commission on the Status of Women

May 24, 2006

COMMISSION MEETING MINUTES
Wednesday, May 24, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present
President Andrea Shorter
Vice President Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter

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Staff Present
Executive Director Emily Murase, PhD
Department Secretary Jennifer Baker
CEDAW Analyst Kim-Shree Maufas
Justice & Courage Analyst Colleen Montoya
CEDAW Analyst Carol Sacco

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I. CALL TO ORDER / AGENDA CHANGES
President Shorter called the meeting to order at 5:07 pm. No public comment.

II. APPROVAL OF MINUTES
Action: Approved draft minutes from April 26, 2006 with minor changes. m/s/c (Williams/Shorter/Unanimous). No public comment.

III. PRESIDENT"S REPORT
President Andrea Shorter thanked the Commissioners for their attendance at the April Community Meeting in Visitacion Valley, noting the importance of meetings that address community concerns - specifically, of great concern in Visitacion Valley, is the scarcity of nutritional food choices available in the area. She urged the Commission to follow-through on the concerns expressed at the meeting and reported that Kriztina Palone of the Mayor's Office of Neighborhood Services will present at a future Commission meeting regarding the safety survey discussed at the April Community Meeting.

President Shorter reported that information on the Girls Committee, the Commission's effort to address the recommendations outlined in the Girls Report, would be available following the meeting for those interested. She directed all questions about the Committee to Policy Analyst Kim-Shree Maufas.

III. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director
Executive Director Murase reported that the next CEDAW Committee meeting will be held June 8, at which time the Department on the Status of Women (Department) will present a draft of the Gender Analysis Report. Dr. Murase reported that the Department of the Environment and the Department of Public Works were both very helpful in drafting the report and have agreed to assist in the gender analysis of other departments.

Dr. Murase recommended the formation of a Legislative Committee to help the Department and the Commission become more proactive with pending legislation. She asked that the Commission consider this proposal at the July Strategic Planning Retreat.

Dr. Murase noted that FY06-07 VAW Intervention, Prevention and Education Grant Renewals and Supplemental Appropriations have been prepared for partner agencies and will result in faster processing of funding, a huge accomplishment for Commission. She thanked Grants Administrator Richard Eijima for his hard work with the process over the last month.

Dr. Murase acknowledged Department intern Ken Mai for his hard work over the past year and a half, and wished him well in his future endeavors. She directed the Commission to her Executive Director's report for an article Mr. Mai wrote about his experiences with the Department that appeared in the YouthWorks Newsletter.

Dr. Murase recommended the Community Meeting originally scheduled for August be moved to October so that the Commission could meet in the community during Domestic Violence Month. President Shorter agreed and asked that the Commission calendar be changed.

Commissioner Dorka Keehn asked Dr. Murase for clarification on item 1C in her Report, concerning Policy Analyst Ann Lehman's research on legislation. Dr. Murase responded that Ms. Lehman occasionally acts as an individual by sending position statements on legislation, but does not use department resources during this time. Commissioner Keehn also asked about the status of the $800,000 Violence Prevention supplemental and requested any materials that have been distributed since the April Community Meeting.

B. Staff Report - Department Secretary Jennifer Baker
Ms. Baker reported on the City's new campaign for Emergency Preparedness following the centennial of the 1906 San Francisco Earthquake in April. Ms. Baker distributed a comprehensive memo incorporating all of the City's recommendations. President Shorter asked Ms. Baker to conduct additional research concerning mothers and emergency preparedness and asked her to present to the Commission at a future date.

C. Agency Partner Profile - San Francisco Women Against Rape
Executive Director Janelle White reported to the Commission on the work of San Francisco Women Against Rape (SFWAR). Ms. White spoke specifically about two annual events that raise funds for SFWAR's programs, Artists Against Rape and Walk Against Rape, a new event started this year. In addition, Ms. White briefed the Commission on the work of the Community Initiatives Program and spoke briefly about the responsibilities and organization of SFWAR's staff. President Shorter thanked Ms. White for her presentation and her commitment to fighting violence against women in San Francisco.

V. CONSENT AGENDA
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routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Dr. Murase asked that Commissioners contact Department Secretary Baker if they are interested in attending any upcoming Community events, especially those for which a resolution has been drafted.

Action: Approved Consent Agenda following request for minor clarification on some items. m/s/c (Keehn/Shorter/Unanimous)

A. Res. 2006-025: Resolution in Commemoration of Mother's Day Origin and Support of the Family Workplace Balancing Act (HR 1589)
B. Res. 2006-026: Resolution Honoring the 33rd Anniversary of the Arab Cultural & Community Center
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H. Cert. 2006-001: Certificate of Appreciation to the members of the Justice and Courage Project Protocols Committee
I. Cert. 2006-002: Certificate of Appreciation to the members of the Justice and Courage Project Resources Committee

VI. NEW BUSINESS

A. Impact of Health Insurance Portability and Accountability Act on Service Provision (HIPAA)

The Commission discussed the impact of HIPAA's privacy regulations on service provision to sexual assault victims in response to limitations placed on direct service agencies funded by the Department. Ms. White, Executive Director at SFWAR, reported on SFWAR's work with sexual assault survivors at San Francisco General Hospital, noting that some restrictions of HIPAA do not apply to the initial response team at hospitals, such as the Rape Treatment Center at San Francisco General Hospital. The Commission discussed the lack of protocol on the language used and steps taken by nursing staff in these initial response teams and agreed to explore the issue further as part of the July Strategic Planning Meeting to be held in the Richmond District.

B. Economic Status of Women in San Francisco

Julie Abrams, Chief Executive Officer at Women's Initiative, reported on the economic status of women in San Francisco. She noted that economic independence is every woman's initiative and explained that her organization invests in women who are in pursuit of self-sufficiency in business. Ms. Abrams asked the Commission to help Women's Initiative further the connection between women's safety in relationships and violence against women to their lack of economic independence. She also asked the Commission to urge various City departments, including the Mayor's Office of Economic Development and the Small Business Commission, to continue to invest in women. President Shorter asked Ms. Abrams to forward to the

Department any communication that Women's Initiative has had with the Mayor and/or City departments and agreed that the Commission would address next steps at the July Planning Retreat.

Commissioner Katherine Munter left the meeting at 6:35 pm.

C. Upwardly Global
Camille Ramani, Deputy Director and Chief Technology Director at Upwardly Global (UpGlo), discussed the work of her organization and its impact on immigrants in the Bay Area. She reported that she is eager for feedback from the Commission on increasing UpGlo's visibility as they continue to help immigrant women who are underemployed in San Francisco. The Commission suggested Ms. Ramani schedule a time to meet with the Immigrant Commission and Commissioner Marks agreed to follow-up with Ms. Ramani regarding any next steps.

D. Strategic Plan
The Commission discussed planning specifics for the July 28, 2006 Commission Planning Retreat in the Richmond District. Vice President Angela Williams agreed to spearhead the planning effort. Commissioner Marks agreed to work with Department Secretary Baker on logistics for the meeting, including location and community outreach. Commissioner Marks asked that any venue suggestions be forwarded to her in the next week.

Vice President Angela Williams left the meeting at 6:45 pm.

VII. OLD BUSINESS

A. Labor Conditions of Exotic Dancers
Commissioner Andrea Evans suggested that approval of the Exotic Dancer legislation be postponed until the June Commission meeting. m/s/c (Evans/Marks/unanimous).

Deputy City Attorney Dorji Roberts provided the Commission with an updated draft of the legislation in which the Department's recommendation of a private right of action by any employee/tax payer was incorporated, including a provision for attorney's fees.

Public Comment:
Daisy Anarchy urged the Commission to reconsider the private right of action as written in the draft legislation. Because workers already have the right to file a complaint with the Labor Commission, Ms. Anarchy felt an additional right to private action would only make the enforcement process longer. Ms. Anarchy also expressed concern with the language regarding private booths, especially as it deviates from the language in 1060.10 of the Police Code. Finally, Ms. Anarchy opposed any legislation that gives the Entertainment Commission power over the permitting process, as she believes a conflict of interest exists between the Commission and the Late Night Dance Coalition.

Maxine Doogan requested that the Commission consider a provision regarding past offenses as grounds for denial of a place of entertainment permit from the Entertainment Commission. Ms. Doogan felt strongly that warnings without penalty should not be given to noncompliant club owners, as is currently written into the legislation.

Commissioner Marks left the meeting at 7:25 pm.
With her departure, quorum was lost and the meeting adjourned.

X. ADJOURNMENT
The meeting was adjourned at 7:25 pm.

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San Francisco Commission on the Status of Women

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June 15, 2006 Special Meeting

COMMISSION MEETING AGENDA
Thursday, June 8 2006
SPECIAL MEETING
12:00 PM
City Hall, Room 416
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Roster:
President Andrea Shorter
Vice President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter

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Total Estimated Meeting Time: 1 hour

I. CALL TO ORDER/ AGENDA CHANGES
II. PUBLIC COMMENT ON MATTERS PERTAINING TO CLOSED SESSION
III. VOTE ON WHETHER TO HOLD CLOSED SESSION TO CONFER WITH LEGAL COUNSEL (S.F. Admin. Code section 67.10(d)) (ACTION ITEM)

IV. CLOSED SESSION (Gov't Code section 54956.9(c) and S.F. Admin Code section 67.10(d)) (DISCUSSION/ POSSIBLE ACTION ITEM)
CONFERENCE WITH LEGAL COUNSEL. Pursuant to Government Code Sections 54956.9(a) and San Francisco Administrative Code Section 67.10(d)(1), the Commission will meet in closed session to confer with legal counsel.

a. Public comment on all matters pertaining to the closed session.
b. Based on advice of legal counsel, vote to assert the attorney-client privilege to confer with and receive legal advice from legal counsel (San Francisco Administrative Code Section 67.10(d)).
c. Closed session to confer with legal counsel regarding:

Existing litigation: State of California Department of Fair Employment & Housing
Martin v. Department of Status of Women
Charge No. E200304A1604-00-RSE/37AA404378
V. RECONVENE IN OPEN SESSION (ACTION ITEM)
A. Possible report on action taken in closed session. (Gov't Code section 54957.1(a)(2) and S.F. Admin. Code section 67.12(b)(2))
B. Vote to elect whether to disclose any or all discussions held in closed session. (S.F. Admin. Code section 67.12(a))

VI. ADJOURNMENT (ACTION ITEM)

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San Francisco Commission on the Status of Women

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June 28, 2006

COMMISSION MEETING AGENDA
Wednesday, June 28, 2006
4:30 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102
Roster:
President Andrea Shoter
Vice President Angela Williams
Commissioner Jing Xu Lee
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Carolene Marks
Commissioner Katherine Munter
Total Estimated Meeting Time: 148 minutes

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I. CALL TO ORDER/ AGENDA CHANGES DISCUSSION/ACTION 1 min.
II. CLOSED SESSION DISCUSSION/ACTION
(Gov't Code section 54956.9(c) and S.F. Admin Code section 67.10(d))
A. Public Comment on Matters Pertaining to Closed Session 1 min.
B. Action: Vote on Whether to Hold Closed Session to Confer with Legal Counsel 1 min.
(S.F. Admin. Code section 67.10(d))
C. Conference with Legal Counsel 25 min.
Pursuant to Government Code Sections 54956.9(a) and San Francisco Administrative Code Section 67.10(d)(1), the Commission will meet in closed session to confer with legal counsel.
1. Public comment on all matters pertaining to the closed session.
2. Action: Based on advice of legal counsel, vote to assert the attorney-client privilege to confer with and receive legal advice from legal counsel. (San Francisco Administrative Code Section 67.10(d))
3. Closed session to confer with legal counsel regarding existing legislation:
    State of California Department of Fair Employment & Housing
    Martin v. Department of Status of Women
    Charge No. E200304A1604-00-RSE/37AA404378
III. RECONVENE IN OPEN SESSION DISCUSSION/ ACTION
A. Action: Possible report on action taken in closed session. 1 min.
(Gov't Code section 54957.1(a)(2) and S.F. Admin. Code section 67.12(b)(2))
B. Action: Vote to elect whether to disclose any or all discussion held in closed session. 1 min.
(S.F. Admin. Code section 67.12(a))
IV. APPROVAL OF MINUTES DISCUSSION/ACTION 1 min.
Explanatory document – Draft Minutes from May 24, 2006.
Action: To approve draft minutes from May 24, 2006.
V. PRESIDENT'S REPORT DISCUSSION 5 min.
VI. EXECUTIVE DIRECTOR'S REPORT DISCUSSION
A. Executive Director 5 min.
Explanatory document – The Executive Director's Report discusses the work of the Department: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)'s Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.
B. Staff Report – Policy Analyst Ann Lehman 5 min.
Policy Analyst Lehman will report on the Department on the Status of Women's (Department) Gender Analysis.
C. Violence Against Women (VAW) Partner Agency Profile – Asian Perinatal
Advocates
5 min.
VII. CONSENT AGENDA DISCUSSION/ACTION 2 min.
All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.
Action: To approve the Consent Agenda.
A. Res. 2006-032: Resolution Recognizing Asian Perinatal Advocates' 19th Anniversary Dinner
B. Violence Prevention Supplemental Appropriation
Explanatory documents: Appendix I: Supplemental Appropriation, Appendix II: VAW Grants Program Allocations, Legislative

Analyst Report
Action: To allocate $800,000 to VAW partner agencies as an across-the-board increase over current funding levels
C. Res. 2006-033: Resolution Recognizing California Suffrage Parade Coalition's Rally
VIII. OLD BUSINESS DISCUSSION/ACTION
A. Labor Conditions of Exotic Dancers Commissioner Evans 20 min.
Explanatory documents – Labor Condition of Exotic Dancers Legislation DRAFT
Commissioner Evans will provide an update on the exotic dancer legislation. A representative from the City Attorney's office will be on hand to answer questions.
Action: To approve the Exotic Dancer Legislation.
B. Visitacion Valley Community Meeting Follow-up
Executive Director Murase 10 min.
Explanatory document – Safety Network Public Safety Survey
Executive Director Murase will continue the discussion from the Visitacion Valley Community Meeting regarding safety survey results.
Action: To approve next steps.
C. Strategic Planning Update Executive Director Murase 10 min.
Executive Director Murase will continue a discussion on the planning of the Commission's Strategic Planning Retreat in the Richmond District on July 28, 2006.
IX. NEW BUSINESS DISCUSSION/ACTION
A. Universal Healthcare Commissioner Marks 15 min.
Explanatory Documents – Supervisor Ammiano's healthcare proposal, press release on Mayor Newsom's Proposal, DRAFT of Mayor Newsom's Health Access Program
Commissioner Carolene Marks will review the different proposals for universal healthcare in San Francisco.
Action: To approve next steps.
B. Domestic Violence and Supportive Housing
Sheila Hunter 10 min.
Sheila Hunter, who recently graduated with a Masters degree in Public Policy from the University of California at Berkeley, will present her thesis project on domestic violence and supportive housing in San Francisco.
C. Proposed Charter Amendment – Teleconferencing for Members of Boards and Commissions
Executive Director Murase 5 min.
Explanatory documents – Press Advisory, Charter Amendment, Memo from Executive Director Murase.
Executive Director Murase will report on a charter amendment before the Board of Supervisors on teleconferencing for members of Boards and Commissions.
D. Department Budget FY06-07 Executive Director Murase 10 min.
Explanatory Documents – Mayor's Budget documents
Executive Director Murase will report on the Mayor's proposed department budget for FY06-07.
X. REPORTS DISCUSSION/ACTION
A. Health Commissioner Marks 2 min.
B. Justice & Courage Commissioner Keehn 2 min.
C. VAW Grants Program Commissioner Munter 2 min.
D. CEDAW Vice President Williams 2 min.
E. Friends Vice President Williams 2 min.
F. Economic Development Vice President Williams 2 min.
XI. PUBLIC COMMENT DISCUSSION 2 min.
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.
XII. ADJOURNMENT ACTION 1 min.
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San Francisco Commission on the Status of Women

June 28, 2006

COMMISSION MEETING MINUTES

Wednesday, June 28, 2006
4:30 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

SF
S85
#2
6/28/06

Members Present **Staff Present**
Vice President Williams Executive Director
Emily Murase, PhD
Commissioner Andrea Evans Department Secretary
Jennifer Baker
Commissioner Dorka Keehn CEDAW Analyst Kim-Shree Maufas
Commissioner Jing Xu Lee
Justice & Courage Analyst Colleen Montoy
Commissioner Carolene Marks Policy Analyst Carol Sacco
Commissioner Katherine Munter

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I. CALL TO ORDER / AGENDA CHANGES

Vice President Williams called the meeting to order at 4:32 pm. No public comment.

II. CLOSED SESSION

Pursuant to Government Code section 54956.9(c) and San Francisco Administrative Code 67.10(d)

A. No Public Comment on Matters Pertaining to Closed Session.

B. Action: The Commission Voted to Hold Closed Session to Confer with Legal Counsel. m/s/c (Keehn/Munter/unanimous).

C. Conference with Legal Counsel

Pursuant to Government Code Sections 54956.9(a) and San Francisco Administrative Code Section 67.10(d)(1), the Commission met in closed session to confer with legal counsel regarding existing litigation:

State of California Department of Fair Employment and Housing
Martin v. Department on the Status of Women
Charge No. E200304A1604-00-RSE/37AA404378

III. RECONVENE IN OPEN SESSION

A. Action: The Commission voted not to report on action taken in closed session.
Pursuant to Government Code section 54957.1(a)(2), San Francisco Administrative Code section 67.12(b)(2)

B. Action: The Commission voted not to disclose any or all discussion held in closed session.
Pursuant to San Francisco Administrative section 67.12(a).

IV. APPROVAL OF MINUTES

Action: Approved draft minutes from May 24, 2006 with minor changes. m/s/c (Williams/Keehn/Unanimous). No public comment.

V. PRESIDENT'S REPORT

Vice President Angela Williams updated the Commission on logistics for the July Strategic Planning Retreat and thanked Commissioner Marks and Executive Director Murase for all their hard work. Vice President Williams also offered her congratulations to the Department on the Status of Women (Department) and the Convention to Eliminate All Forms of Discrimination Against Women (CEDAW) Task Force for a recent award from the National Association of Counties (NACo) for their Gender Analysis Report.

Vice President Williams reported on a recent meeting of the Sweatfree Procurement Advisory Committee, noting that she supplied the Department with information about the group for those interested.

IV. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director

Executive Director Murase reported that the Justice and Courage Safety Audit videoconference with Department Heads was held on June 23 and that the project received an enthusiastic response from all of those involved. She directed Commissioners to her written report for more information and the full project timeline.

Dr. Murase introduced new intern Miwa Hashimoto who joined the Department after recently graduating from Saint Mary's College. Ms. Hashimoto reported that she is looking forward to working with the Commission throughout the summer.

B. Staff Report

Policy Analyst Ann Lehman reported to the Commission on her work with the CEDAW Taskforce and the Gender Analysis Report. She noted that she is thrilled that the report received recognition from NACo and that she looks forward to presenting a draft gender analysis of the Department to the CEDAW Committee at the July meeting.

C. Agency Partner Profile – Asian Perinatal Advocates

Dr. Murase reported that Asian Perinatal Advocates was unable to present as part of the agenda due to a community open house they were hosting that evening.

V. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Dr. Murase asked that Commissioners contact Department Secretary Baker if they are interested in attending any upcoming community events, especially those for which a resolution has been drafted.

Action: Approved Consent Agenda. m/s/c (Keehn/Evans/Unanimous)

A. Res. 2006-032: Resolution Recognizing Asian Perinatal Advocates' 19th Anniversary Dinner

B. Violence Prevention Supplemental Appropriation

Action: The Commission voted to allocate $800,000 to VAW partner agencies as an across-the-board increase over current funding levels.

Commissioner Lee left the meeting at 5:20 pm.

VI. OLD BUSINESS

A. Labor Conditions of Exotic Dancers

Commissioner Evans provided an update on the draft legislation concerning the Labor Conditions of Exotic Dancers. She began her report by providing Commissioners with a general overview of the legislation, noting that it creates a permitting structure for live adult entertainment businesses in San Francisco where none has previously existed. Commissioner Evans also clearly explained the purpose of the legislation as she sees it: to eliminate stage fees and private booths in San Francisco, both of which she believes lead to an environment of coerced prostitution in clubs and one that is hazardous to women.

She thanked Deputy City Attorney Dorji Roberts for all of his hard work on the legislation and for being present at the meeting to answer the Commissioners' questions.

Deputy Attorney Roberts provided the Commission with the latest draft of the legislation, noting that the only questions remaining for the Commission concern the language restricting private booths and enclosures in live adult entertainment clubs, new language that was added about a right to private action, and the language addressing past labor violations as they relate to permitting.

After discussion, including a review of the observations gathered following a visit of two adult entertainment clubs by Executive Director Murase, Secretary Baker, and Commissioner Evans, the Commission voted to approve the language of the legislation with a few minor changes. Commissioner Keehn thanked Commissioner Evans and the Department for their hard work and noted that she is eager to see this legislation move forward through upcoming discussions with the Entertainment Commission. Secretary Baker added that she would forward information about the Department's July 21 presentation before the Legislative Committee of the Entertainment Commission to Commissioner Keehn.

Public Comment

Daisy Anarchy expressed concern designating the Entertainment Commission as the permitting body in the legislation and asked the Commission to instead consider the Department of Public Health as an alternative. She also asked for clarification about dancer names vs. legal names as they are defined in the legislation. Finally, Ms. Anarchy asked the Commission to reconsider language in the legislation restricting private booths, as she fears that the language as it currently exists allows for dangerous private enclosures to still be constructed by club owners.

Naomi Akers asked if Private Rooms exclude dancers' dressing rooms. Ms. Akers asked if the legislation was specific and outlined how big the viewing glass or window had to be, for example 4'x4' or 2"x2". Ms. Akers also asked if there is an option that other patrons would have to pay to view the rooms.

Action: The Commission voted to approve the language of the legislation with minor changes, as given to Deputy Attorney Roberts as part of the meeting. m/s/c (Keehn/Munter/unanimous).

Commissioner Keehn left the meeting at 6:55pm.

B. VisitacionValleyCommunity Meeting Follow-up

Executive Director Murase reported on a recent meeting between the Mayor's Office of Criminal Justice and the Department, including Commission President Andrea Shorter, regarding results from a safety survey conducted in Visitacion Valley. However, in the interest of time, Dr. Murase asked that further discussion be added to the agenda of a future meeting, at which time she would report on the survey.

C. Strategic Planning Update

Vice President Williams reported that she and Executive Director Murase recently took part in a training hosted by CompassPoint about Strategic Planning Retreats. She also noted that she has been working with Dr. Murase to refine the agenda following this training, and that she looks forward to a productive retreat on July 28. She once again thanked Commissioner Marks for her input on the planning of the meeting.

IX. NEW BUSINESS

A. Universal Healthcare

Commissioner Marks reviewed different proposals for Universal Healthcare in San Francisco. Specifically she spoke in detail about Supervisor Tom Ammiano's proposal to provide health benefits to the City's 38,000 uninsured workers, and Mayor Gavin Newsom's Health Access Program serving uninsured adults. She reported that both proposals will be addressed in a reading before the Board of Supervisor in July and that she will update the Commission further as part of her report on health at the Strategic Planning retreat on July 28. Until that time, Commissioner Marks also agreed to follow-up with the Small Business Commission and the Women's Chamber of Commerce to alert them to the various proposals, and specifically, to encourage their members to discuss how each plan impacts small business owners.

B. Domestic Violence and Supportive Housing

Sheila Hunter, who recently graduated with a Master's Degree in Public Policy from the University of California at Berkeley, presented her thesis project on domestic violence and supportive housing in San Francisco, which she developed in close collaboration with La Casa de las Madres. She spoke about the Mayor's 10 year report on homelessness, and articulated her concerns that victims of domestic violence are being unfairly evicted from their supportive housing and are not adequately represented in figures relating to homelessness in San Francisco. The goal of Ms. Hunter's thesis project was to develop best practices for landlords dealing with victims of domestic violence and she urged the Commission to support these findings once they become public and go before the Mayor for consideration. She offered to follow-up with Secretary Baker to forward to the Commission copies of her report, as well as a detailed list of recommendations to the Commission on next steps.

C. Proposed Charter Amendment – Teleconferencing and Members of Boards and Commissions

Executive Director Murase reported on a charter amendment before the Board of Supervisors on teleconferencing for members of Boards and Commissions in cases when a member is unable to attend a meeting due to pregnancy or childbirth. The Commission raised questions about this amendment's effect on meetings missed due to illness and asked Dr. Murase to investigate further and report back at a later date. She agreed to clarify with Supervisor Michela Alioto-Pier, who drafted the amendment.

D. Department Budget FY06-07

Executive Director Murase provided an update on the proposed Department budget for FY06-07. She also reported on the Department's budget hearings before the Board of Supervisors, noting that she is concerned about next year's budget outlook and has therefore taken steps in this budget season to ensure a healthy future for the Department and its Partner Agencies.

X. REPORTS

A. Health

Commissioner Marks noted that her report was covered previously in item IX.A. of the agenda.

B. Justice & Courage

In Commissioner Keehn's absence, Executive Director Murase noted that the Justice & Courage Report was covered by VI.A. of the agenda and directed the Commission to her Executive Director's report for more detailed information about the project timeline.

C. VAW Grants Program

Commissioner Munter thanked Grants Administrator Richard Eijima for his hard work and noted that all of the supplemental appropriation and grant renewals for FY06-07 have been signed and are ready to be processed. She also reported that earlier in the day, Mr. Eijima and Policy Analyst Lehman led a training for partner agencies about fundraising and recruiting effective board members. Commissioner Munter noted that she is concerned that Partner Agencies understand how important it is to maintain viable funding sources apart from the Department.

D. CEDAW

Vice President Williams again congratulated the CEDAW Task Force on its award from NACo and reported that the next CEDAW Committee meeting will be held on July 18, at which time a draft of the Department's gender analysis report will be presented.

E. Friends of the Commission on the Status of Women

Vice President Williams reported that she has been in recent contact with both President Toni Wilson and Vice President Adrienne Pon and that Ms. Wilson will be on-hand at the July Strategic Planning Retreat to update the Commission on the

Status of the Friends.

F. Economic Development

Commissioner Munter noted that she, along with Commissioner Marks, will follow-up with the Small Business Commission about their participation in future discussions about universal healthcare. She also reported that she recently represented the Mayor's Office at the project launch of the San Francisco Chapter of Dress for Success. Secretary Baker is currently working with their Executive Director to schedule a presentation in front of the Commission.

XI. PUBLIC COMMENT

No public comment.

XII. ADJOURNMENT

The meeting was adjourned at 7:15 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to
415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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San Francisco Commission on the Status of Women

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July 28, 2006 Annual Retreat - REVISED

Commission Meeting Agenda - REVISED
Firday, July 28, 2006
8:00 AM - 4:00 Pm
Richmond Police Station
461 6th Avenue, between Anza & Geary
San Francisco, CA 94118
Roster:
President Andrea Shorter
Vice President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munther
Total Exstimated Meeting Time: 9 Hours
8:00 -8:30 Coffee and Bagels
I. WELCOME DISCUSSION
8:30-8:40 Introductions Vice President Williams
8:40-9:3 Visioning Exercise and Review of Mission Statement
9:35-9:50 Role of Commissioners

II. FRIENDS UPDATE DISCUSSION
9:50-10:10 Toni Wilson, Pres. Friends of the Commission
III. RIGHT TO HUMAN RIGHTS DISCUSSION/ACTION
10:10-10:30 Convention to Eliminate All Forms of Discrimination Against Women
Action: To adopt goals for FY06-07. Vice President Williams
BREAK: 10:30-10:40
IV. RIGHT TO ADEQUATE STANDARD OF LIVING DISCUSSION/ACTION

10:40-11:00 Underserved Communities
1. Labor Conditions of Exotic Dancers Commissioner Evans
2. Language Access Commissioner Lee
11:00-11:20 Economic Development Vice President Williams
Action: To adopt goals for FY06-07.
V. RIGHT TO BODILY INTEGRITY DISCUSSION/ACTION

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11:20-11:40 Justice & Courage Commissioner Keehn
Action: To adopt goals for FY06-07.
11:40-12:00 Violence Against Women Grants Program
Action: To adopt goals for FY06-07. Commissioner Munter

12:00-12:15 Family Violence Council Commissioner Evans
Action: To adopt goals for FY06-07.
LUNCH: 12:15 ?12:45
VI. RIGHT TO ADEQUATE HEALTHCARE DISCUSSION/ACTION
12:45 ?1:15 Health Commissioner Marks
Action: To adopt goals for FY06-07.
VII. RIGHT TO EDUCATION, SERVICES BY GIRLS DISCUSSION/ACTION
1:15 ?2:15 Girls Issues President Shorter
Action: To adopt goals for FY06-07.
VIII. DEPARTMENT RESOURCES DISCUSSION
2:15 ?2:30 Budget, Staffing & Administration Executive Director Murase
BREAK: 2:30 ?2:40
IX. NEW INITIATIVES DISCUSSION/ACTION
2:40 ?2:50 Legislative Engagement Executive Director Murase
Action: To adopt a protocol.
2:50 ?3:00 Asso. of Commissions on Women Executive Director Murase
X. PUBLIC COMMENT
3:00 ?3:20
This item is to allow members of the public to comment generally on matters within the Commission抯 purview as well as to suggest new agenda items for Commission抯 future consideration.
XI. COMMISSION ELECTIONS DISCUSSION/ACTION
3:20 ?3:30 Nomination of Officers President Shorter
Action: To nominate candidates for President and Vice President in advance of August elections.
XII. CONSENT AGENDA DISCUSSION/ACTION
3:30 ?3:40
All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.
Action: To approve the consent agenda. President Shorter
A. Res. 2006-033: Resolution Recognizing the Visitacion Valley Grapevine抯 20th Anniversary
B. Res. 2006-034: Resolution Recognizing Leadership San Francisco抯 揝F Sound Check 2006? musical fundraiser
C. Res. 2006-035: Resolution Recognizing Patti Chang, Executive

Director of the Women's Foundation and former President,
Commission on the Status of Women

XIII. 2007 MEETING SCHEDULE DISCUSSION/ACTION
3:40 ?4:00 Executive Director Murase

XIV. ADJOURNMENT ACTION
4:00 President Shorter

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San Francisco Commission on the Status of Women

July 28, 2006 Annual Retreat

COMMISSION ANNUAL RETREAT MINUTES

Friday, July 28, 2006
8:00 am - 4 pm
RichmondPolice Station
461 6th Avenue
San Francisco, CA 94118

SF
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#2
7/28/06

Members Present **Staff Present**
President Shorter Executive Director
Emily Murase, PhD
Vice President Williams Grants Administrator
Richard Eijima
Commissioner Andrea Evans CEDAW Analyst Kim-
Shree Maufas
Commissioner Dorka Keehn CEDAW Policy Analyst
Ann Lehman
Commissioner Jing Xu Lee Justice & Courage
Analyst Colleen Montoya
Commissioner Carolene Marks CEDAW Policy
Analyst Carol Sacco
Commissioner Katherine Munter Commission Secretary
Cynthia Vasquez
Department Intern Miwa
Hashimoto

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Community Members Present
Daisy Anarchy, Emberly Cross, Mai Mai Ho, Laura Marshall, Beverly Upton, Toni Wilson

Vice President Angela Williams called the meeting to order at 8:30 am.

Vice President Williams introduced Ms. Paula Chronister who facilitated the retreat and has already worked with the Commission at previous Strategic Planning sessions.

I. INTRODUCTIONS/VISIONING EXERCISE AND REVIEW OF MISSION STATEMENT

Commissioners, staff, and community members were asked to introduce themselves and brainstorm what expectations they had for the day. In reviewing the

Commission's mission statement, Commissioners requested to view a copy of the Charter and the Administrative Codes so that all members thinking was aligned and would impact the mission and vision of the Commission. Commissioners asked to review the Charter and Administrative Codes at the August meeting.

II. FRIENDS UPDATE

Toni Wilson with the Friends of the COSW announced the current officers of the Friends and reviewed the organization's Statement of Purpose. The board is currently reviewing the administrative support needed and developing an events calendar. A major focus will be a fundraising event in 2007 to commemorate the Commission's 30th Anniversary. The next meeting of the Friends is a conference call on August 3 at 8:00 am.

III. RIGHT TO HUMAN RIGHTS

Vice President Angela Williams reviewed the Convention to Eliminate All Forms of Discrimination Against Women (CEDAW) Action Plan and explained that we were currently working in year 4 of the 5-year Action Plan. Vice President Williams explained that the CEDAW Committee has had a difficult time reaching quorum. Executive Director Emily Murase suggested that the CEDAW Committee meet on a quarterly basis and serve as an Advisory Council to the Commission. Commissioners wanted to be sure that if they were going to be asked to play a larger role in monitoring local implementation of CEDAW, that they would need to be fully trained to do so.

Action: Approve the transition of the CEDAW Committee to an Advisory Council and provide training and support to Commissioners as they undertake an expanded role in CEDAW implementation.
m/s/c (Shorter/Evans/Unanimous)

Executive Director Murase announced that San Francisco received the National Association of Counties 2006 Achievement Award for the CEDAW gender analysis. She will be traveling to Chicago in August to receive the award.

IV. RIGHT TO ADEQUATE STANDARD OF LIVING

A. Underserved Communities

1. Labor Conditions of Exotic Dancers

Commissioner Evans reported that the legislation on the labor conditions of exotic dancers was being presented to the Entertainment Commission at a meeting on August 4. Ms. Evans explained that there was some concern with the oversight of the legislation residing with the Entertainment Commission since one of their Commissioners operates one of the dance clubs. Ms. Evans will work with staff to encourage appropriate oversight by the Entertainment Commission.

Daisy Anarchy gave public testimony expressing her concern in designating the Entertainment Commission as the permitting body in the legislation and asked the Commission to instead consider the Department of Public Health as an alternative. Ms. Anarchy stated that dancers will not support the legislation if the oversight agency is the Entertainment Commission. Ms. Anarchy will be meeting with members of the Board of Supervisors to express her concerns and inform them of how this legislation will impact dancers in San Francisco. Ms. Anarchy further explained that club owners are alleging to dancers that the COSW is trying to take away their livelihoods and that club owners have asked dancers to attend the Entertainment Commission meeting to express their disapproval of the legislation.

2. Language Access

Commissioner Lee reported that she had taken press coverage of the Commission's work and had it translated into Chinese to send to the Chinese language media in San Francisco. She also had the contents of the Commission website translated into Chinese and would like to work with the Department to upload the material. Commissioner Munter requested an update or any feedback from the Chinese community on articles that were translated. Commissioners expressed support for outreach to non-English speaking communities in this way. They suggested working with the Immigrant Rights Commission on ways to expand this outreach.

B. Economic Development

Vice President Williams reviewed the economic development goals. Commissioners discussed possible coordination with District merchants, reviewing legislation on paid sick leave, and the possibility of addressing the needs of professional women. Commissioners also flagged, for future consideration, the needs of the child care industry in San Francisco. Executive Director Murase directed Commissioners to a new report released by the Department of Children, Youth, and Their Families, entitled *The Economic Impact of the Child Care Industry of San Francisco,* available at www.dcyf.org. She and Grants Administrator Richard Eijima participated in the working group that developed the study.

V. RIGHT TO BODILY INTEGRITY

1. Justice & Courage

Commissioner Keehn reported that the Justice and Courage Oversight Panel will be meeting on August 2 to discuss the coming year's goals. Any revisions to the Strategic Plan will be presented at the August meeting of the Commission. Executive Director Murase announced the arrest of Tari Ramirez, the suspected murderer of Claire Joyce Tempongko, in Mexico in July 2006. With the continued attention of the Justice & Courage Oversight Panel, the initial $10,000 reward was increased to $50,000, and Mr. Ramirez became one of San Francisco's most wanted fugitives. Mr. Ramirez is scheduled for extradition.

2. Violence Against Women Prevention & Intervention (VAW) Grants Program

Commissioner Munter reviewed the goals for VAW Grants Program for the coming year. She emphasized the importance of conducting a community needs assessment to inform decisions in the next round of VAW Grants. The award from the Request for Proposal related to the Anti-Human Trafficking Education and Outreach Services will be made in the coming months.

3. Family Violence Council

Commissioner Evans reported that the Family Violence Council is looking to increase funding in improving the collection of batterer's fees and increasing the marriage license fee.

VI. RIGHT TO ADEQUATE HEALTHCARE

Commissioner Marks reviewed the goals under the CEDAW principle of Right to Adequate Healthcare. Commissioner Marks inquired about the role of the

Commission in the Healthcare Access Advisory Committee, headed up by Dr. Mitchell Katz, Director of the Department of Public Health. Commissioners requested adding a goal to seek funding for prevention, education, and care of African American women experiencing breast cancer. Revisions to the Strategic Plan were made accordingly.

VII. RIGHT TO EDUCATION, SERVICES BY GIRLS

President Shorter reviewed the goals for he Human Rights of Girls to Education and Social Services.
Commissioners requested a presentation from the Human Services Agency and Child Protective Services on how the Commission can help address the needs of girls of color in the foster care system.

Policy Analyst Kim-Shree Maufas reported that the Department has begun to accept applications for participation in the Girls Committee. Ms. Maufas explained that recruitment has been a slow process, but she hopes to start meetings chaired by President Shorter, soon, and is looking into how to offer stipends to participants.

Action: Approve amended goals to the Strategic Plan for FY06-07.
m/s/c (Williams/Shorter/Unanimous)

VIII. DEPARTMENT RESOURCES

1. Budget

Executive Director Murase reviewed budget materials for fiscal year 2006-2007.

2. Staffing & Administration

Dr. Murase introduced Cynthia Vasquez as the new Commission Secretary.

IX. NEW INITIATIVES

A. Legislative Engagement

Executive Director Murase reviewed the draft protocol for taking positions on non-controversial legislation. Commissioners expressed concern about the criteria for what is considered non-controversial and asked that key issues of concern to the Commission continue to be flagged through the monthly consent calendar. In terms of the Department taking positions on issues, Commissioners asked that these issues be identified in monthly reports, on a trial basis.

B. Association of Commissions on Women

Vice President Williams reported that she would be attending the Association of California Commissions on the Status of Women (ACCW) from August 4-6 and has been asked to serve as Secretary. She reported that the President of the ACCW is from Marin, and it is a great opportunity to work with someone locally she reported.

X. PUBLIC COMMENT

None.

XI. COMMISSION ELECTIONS

President Shorter nominated Vice President Williams for President.
Action: Approve nomination of Angela Williams as President.
m/s/c (Shorter/Marks/Unanimous)

Commissioner Keehn nominated Commissioner Katherine Munter as Vice President.
Action: Approve nomination of Katherine Munter as Vice President.
m/s/c (Keehn/Evans/Unanimous)

XII. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approved Consent Agenda. m/s/c (Keehn/Williams/Unanimous)

A. Res. 2006-033: Resolution Recognizing the Visitacion Valley Grapevine's 20th Anniversary
B. Res. 2006-034: Resolution Recognizing Leadership San Francisco's "LSF Sound Check 2006"
C. Res. 2006-035: Resolution Recognizing Patti Chang, Executive Director of the Women's Foundation and former President, Commission on the Status of Women
D. Res. 2006-036: Resolution Recognizing Professor Raihana Popalzai and Ms. Heba Tarzi of Afghanistan

XIII. 2007 MEETING SCHEDULE

Executive Director Murase reviewed the 2007 meeting schedule and noted that July, November and December where reflecting incorrect dates. The following are meeting dates for 2007:

Wednesday, January 24
Wednesday, February 28
Wednesday, March 28
Wednesday, April 25
Wednesday, May 23
Wednesday, June 27
Friday, July 27
Wednesday, August 15
Wednesday, September 26
Wednesday, October 24
Wednesday, November 14
Wednesday, December 12

Action: Approve amended meeting dates for 2007.
m/s/c (Keehn/Williams/Unanimous)

XIV. ADJOURNMENT

The meeting was adjourned at 3:30 pm.
Action: Adjourn meeting.
m/s/c (Shorter/Evans/Unanimous)

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to
415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding

provision 67A.1. The provision is effective as of January 21, 2001.

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San Francisco Commission on the Status of Women

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August 16, 2006

COMMISSION MEETING AGENDA
Wednesday, August 16, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:
President Andrea Shorter Commissioner Jing Xu Lee
Vice President Angela Williams Commissioner Carolene Marks
Commissioner Andrea Evans Commissioner Katherine Munter
Commissioner Dorka Keehn

Total Estimated Meeting Time: 81 minutes

I. CALL TO ORDER/ AGENDA CHANGES DISCUSSION/ACTION 1 min.
II. APPROVAL OF MINUTES DISCUSSION/ACTION 1 min.
Explanatory document – Draft Minutes from June 28, 2006 and July 28, 2006.
Action: To approve draft minutes from June 28, 2006 and July 28, 2006.

III. PRESIDENT'S REPORT DISCUSSION 5 min.
IV. EXECUTIVE DIRECTOR'S REPORT DISCUSSION

A. Executive Director 5
min.
Explanatory document – The Executive Director's Report discusses the work of the Department: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)'s Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

V. CONSENT AGENDA DISCUSSION/ACTION 2 min.
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items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.
Action: To approve the Consent Agenda.
A. Res. 2006-041: Resolution Honoring Gum Moon Women's Residence Asian Women's Resource Center "Viva la Fiesta" Fundraising Event
B. Res. 2006-042: Resolution Honoring Reverend Glenda Hope, Executive Director,San Francisco Network Ministries
C. Res. 2006-043: Resolution Recognizing the Voter Education Forum "Women: Rock the Vote"
D. Res. 2006-044: Resolution Honoring the Life and Contributions of Sue J. Bierman
VI. OLD BUSINESS DISCUSSION/ACTION
A. Strategic Planning Update Executive Director Murase 10 min.
Explanatory documents – Strategic Plan and Administrative Code Sections
Executive Director Murase will present a revised Strategic Plan based on the July 28 Commission Retreat.
Action: To adopt amended 2004-2007 Strategic Plan.
VII. NEW BUSINESS DISCUSSION/ACTION

A. Women's Foundation of California Judy Patrick 10 min.
Judy Patrick, Vice President of Programs for the Women's Foundation of California, will present the Foundations On the Road to Equity Report.

B. Heller Ehrman's Opt-In Project Patricia Gillette & Anne Mercogliano 15 min.
Explanatory documents – Power Point Presentation on Opt-In Project Results
Patricia Gillette, Co-Chair of Gender Diversity and Anne Mercogliano, Diversity Coordinator both of Heller Ehrman, will report on their firms' "Opt-In Project" to address work/life balance among women.
C. Women's Leadership Alliance Emily Arnold-Fernandez 10 min
Emily Arnold-Fernandez of the Women's Leadership Alliance (WLA) will present an update on the work of the WLA.
Possible Action: Approve next steps
D. Election of Officers for 2006-2007 President Shorter 5 min.
The Commission will vote to elect the President and Vice President of the Commission for 2005-2006. At the July 28 Strategic Planning Retreat, Vice President Williams was nominated for President and Commissioner Munter was nominated for Vice President.
Action: To elect the President and Vice President for 2006-2007.
VIII. REPORTS DISCUSSION/ACTION
A. Health Commissioner Marks 2 min.
B. Justice & Courage Commissioner Keehn 2 min.
C. Violence Against Women Prevention
and Intervention Grants Program (VAW) Commissioner Munter 2 min.
D. Association of California Commissions on Women Commissioner Williams 2 min.

E. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Vice President Williams 2 min.
F. Friends of the Commission on the Status of Women Vice President Williams 2 min.
G. Economic Development Vice President Williams 2 min.

IX. PUBLIC COMMENT DISCUSSION 2 min.
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

X. ADJOURNMENT ACTION 1 min.
City Hall is accessible to persons using wheelchairs and others with disabilities. Assistive listening devices are available and meetings are open-captioned. Agendas are available in large print. Materials in alternative formats, American Sign Language interpreters, and other accommodations will be made available upon request. Please make your request for alternative format or other accommodations to the Department on the Status of Women at 415-252-2570. Providing at least 72 hours notice prior to the meeting will help to ensure availability. The nearest BART station is Civic Center Plaza at the intersection of Market, Grove, and Hyde Streets. The MUNI Metro lines are the J, K, L, M, and N (Civic Center Station or Van Ness Avenue Station). MUNI bus lines serving the area are the 47 Van Ness, 9 San Bruno, and the 6, 7, 71 Haight/ Noriega. Accessible curbside parking is available on 1 Dr. Carlton B. Goodlett Place (San Francisco City Hall) and Grove Street. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based scented products. Please help the City to accommodate these individuals. For inquiries or requests for accommodations, please call 554-6789 (V), 554-6799 (TTY).
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San Francisco Commission on the Status of Women

August 16, 2006

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COMMISSION MEETING MINUTES

Wednesday, August 16, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present	Staff Present
President Shorter	Executive Director Emily Murase, Ph.D.
Vice President Williams	Grants Administrator Richard
Eijima	
Commissioner Andrea Evans	CEDAW Analyst Kim-Shree Maufas
Commissioner Dorka Keehn	Justice & Courage Analyst Colleen Montoya
Commissioner Carolene Marks	Policy Analyst Carol Sacco
Commissioner Katherine Munter	Commission Secretary Cynthia Vasquez
	Department Intern Miwa Hashimoto

Community Members Present
Daisy Anarchy, Maxine Doogan, Emily Arnold-Fernandez (Women's Leadership Alliance), Patricia Gillette (Heller Ehrman), Jovida Guevarra-Ross (Women's Leadership Alliance), Anne Mercogliano (Heller Ehrman), Judy Patrick (Women's Foundation).

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I. CALL TO ORDER/AGENDA CHANGES

President Shorter called the meeting to order at 5:07 pm. Commissioner Marks requested addint a resolution to the Consent Agenda Recognizing Reverend Dr. G. Penny Nixon

Action: Approved adding Afghani Women Resolution to Consent Agenda m/s/c (Williams/Marks/Unanimous). No public comment.

II. APPROVAL OF MINUTES

Action: Approved draft minutes from June 28, 2006 and July 28, 2006. (Shorter/Williams/Unanimous). No public comment.

III. PRESIDENT'S REPORT

President Shorter reported that she attended a 2 day summit with Kamala Harris regarding Gay Defense Legislation where she was able to gather materials and resources that she would make available to other Commissioners.

IV. EXECUTIVE DIRECTORS REPORT

Executive Director reported that the CEDAW Committee met on July 18, to discuss the draft of the Gender Analysis Report, which included a presentation by the Department on the Environment. The Department of Public Works is schedule to present at the September 14 meeting and the Juvenile Probation Department is scheduled to present at the November 9 meeting.

Dr. Murase announced that the California Women's Agenda, the Department on the Status of Women, and the Women's Leadership Alliance will host a voter education forum on August 30. The forum will feature two panel discussions on Women in Elected Office and the second panel will focus on Grassroots Campaign Strategies

Dr. Murase and Commissioner Keehn presented the legislation concerning the labor conditions of Exotic Dancers to the Entertainment Commission and they will hold a special session to discuss this legislation.

Dr. Murase introduced Cynthia Vasquez as Secretary of the Commission on the Status of Women.

V. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approved Consent Agenda. m/s/c
(Shorter/Marks/Unanimous)

A. Res. 2006-041: Resolution Honoring Gum Moon Women's Residence Asian Women's Resource Center "Viva la Fiesta: Fundraising Event
B. Res. 2006-042: Resolution Honoring Reverend Glenda Hope, Executive Director, San Francisco Network Ministries
C. Res. 2006-043: Resolution Recognizing the Voter Education Forum "Women: Rock the Vote"
D. Res. 2006-044: Resolution Honoring the Life and Contributions of Sue J. Bierman

E. Res. 2006-045: Resolution Recognizing the Work of Reverend Dr. G. Penny Nixon

VI. OLD BUSINESS

A. **Strategic Planning Update**

Commissioners reviewed the amendments made to the Strategic Plan under their respective sections. Questions derived from the language used in the Underserved Communities. Commissioner Munter recommended to suspend using the phrase "with a special emphasis on multilingual communities" until we have the assessment done at the end of April 2007. Currently there is are not funds available to have the assessment done however, Executive Director Murase is possibly looking at carry forward funds to to conduct the assessment.

Action: Approve Strategic Plan with amendments. m/s/c
(Shorter/Keehn/Unanimous)

VII. NEW BUSINESS

A. Women's Foundation of California

Judy Patrick, Vice President of Programs for the Women's Foundation of California, presented the Foundations *On the Road to Equity Report.* In May of 2005 The Women's Foundation staff embarked on a tour of California, traveling over 2,500 miles and meeting over 1,000 women and girls who shared their insight, wisdom and testimony on the needs of women and girls and how to continue to empower women and girls. This report reflects the concerns and recommendation heard from the girls and women across the state. From this tour, 5 recommendations where made:

- The need for Universal Health Care has reached critical proportions
- End Epidemic Violence Against Women and Girls
- Ensure a Participatory Democracy for All
- End Poverty and Close the Economic Gap
- Next Generation Leadership is Imperative

The Key issues for Women and Girls in California are:

- Improving access to affordable, quality healthcare
- Reducing violence against women and girls
- Ensuring women's economic security

- Improving access to safe, affordable housing
- Nurturing personal development of young women and girls

Ms. Patrick reviewed 4 strategies as central to the success of the recommendations, which were:

- Community organizing for movement-building
- Leadership development for women and girls
- Changing policy through advocacy
- Increasing funding for programs that benefit women and girls

The Women's Foundation will be holding 9 focus groups in mid-September as follows:

- 3 in Los Angeles
- 3 in San Francisco
- 3 in Bakersfield

President Shorter reflected how this report is a landmark and a critical reference point and how valuable the information that is gathered reflects the work of the COSW. It is also very important that we engage men and boys in the movement to end violence against women. Commissioners suggested having a brainstorming meeting to discuss how the COSW can collaborate or help with the work being done by the Women's Foundation.

B. Heller Ehrman's Opt-In Project

Patricia Gillette, Co-Chair of Gender Diversity and Anne Mergcogliano, Diversity Coordinator both of Heller Ehrman, reported on their firms "Opt-In Project" that addressed the work/life balance among women attorneys. The Opt-In project is a plan to gather and start discussions with people from different industries, backgrounds and perspective on how to tackle to barriers that keep women out of the workforce. It was created to reach out to other industries to help identify solutions to barriers that currently exist which are both beneficial to business and beneficial to workers.

In May 2006 Heller Ehrman heard from participants who helped define the issues that they want to tackle and identified retention efforts in other industries. In September 2006 they will hold a Cross-Industry Roundtable to focus on strategies and methodologies that profession services firms to develop to make "on ramps" and "off ramps" in women's careers. In November 2006 they hope to hold a Cross-Industry Roundtable to discuss male dominated industries and how the industries have moved beyond work-life balance being a "women's issue." In January and March 2007 Heller Ehrman will hold an Industry Implementation Meeting, and in May they hope to present the best practices that they have found over the time of this project.

C. Women's Leadership Alliance

Emily Arnold-Fernandez and Jovida Guevara-Ross gave an update on the Women's Leadership Alliance (WLA). The WLA was founded to bring together women leaders to discuss and identify common issues that face women and girls across the board. The WLA has an email list to inform interested parties in the events going on with the WLA, volunteer opportunities and information important to the further development of women. The WLA is working in collaboration with the DOSW and the California's Women's agenda for the August 30 Women: Rock the Vote! A Get Out the Vote Forum.

The WLA asks the assistance of the COSW to try to find office space for the WLA and to be kept in consideration for collaborations with other organizations.

D. Election of Officers for 2006-2007
Action: Elect Angela Williams as President and Katherine Munter as Vice President. m/s/c (Keehn/Marks/Unanimous)

VIII. REPORTS
President Shorter announced that reports would be given at the September meeting.

IX. PUBLIC COMMENT
Daisy Anarchy thanked President Shorter for her leadership as President, and thanked her dedication and support with the Exotic Dancer Legislation.

XIII. ADJOURNMENT

The meeting was adjourned in memory of Sue Bierman at 7:05 pm.
Action: Adjourn meeting
m/s/c (Shorter/Evans/Unanimous)

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415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J,

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San Francisco Commission on the Status of Women

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September 27, 2006

COMMISSION MEETING AGENDA
Wednesday, September 27, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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Roster:
President Angela Williams
Vice President Katherine Munter
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Andrea Shorter

Total Estimated Meeting Time: 121 minutes

I. CALL TO ORDER/ AGENDA CHANGES DISCUSSION/ACTION 1 min.
II. APPROVAL OF MINUTES DISCUSSION/ACTION 1 min.
Explanatory document – Draft Minutes from August 23, 2006.
Action: To approve draft minutes from August 23, 2006.

III. PRESIDENT'S REPORT DISCUSSION 5 min.
IV. EXECUTIVE DIRECTOR'S REPORT DISCUSSION 10 min.

A. Executive Director
Explanatory document – The Executive Director's Report discusses the work of the Department: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)'s Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

B. Staff Report – 311 Project Jennifer Baker 5 min.
C. Violence Against Women (VAW) Partner Agency Profile-
Asian Pacific Islander Legal Outreach (APILO) 5 min.

V. CONSENT AGENDA DISCUSSION/ACTION 2 min.

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.
Action: To approve the Consent Agenda.

A. Res. 2006-045 Resolution in Honor of La Casa de las Madres' 30th Anniversary Celebration
B. Res. 2006-046: Resolution Honoring October as Domestic Violence Month
C. Res. 2006-047: Resolution Recognizing President Gail Bishop and the Sisters Network
D. Res. 2006-048: Resolution Recognizing the 2006 Honorees of the Bayview Hunters Point Family Resource Center
VI. NEW BUSINESS DISCUSSION/ACTION
A. Convention on the Elimination of All Forms of Krishanti Dharmaraj 20 min
Discrimination Against Women (CEDAW) Assessment
Discussion: Krishanti Dharmaraj, Executive Director of Women's Institute for Leadership Development for Human Rights (WILD) will discuss a planned assessment of San Francisco's Implementation of CEDAW.
B. Upcoming CEDAW Training Executive Director Murase 10 min.
Explanatory documents – CEDAW Training Materials
Discussion: Dr. Murase will review the agenda for the CEDAW training proposed for November.
C. Department Request for Proposal (RFP) Process Executive Director Murase 10 min.
Explanatory documents – Sample Timeline
D. Anti-Human Trafficking Outreach Grant Commissioner Munter 10 min.
Explanatory documents- Funding Committee Recommendation
Action: To approve the Funding Committee recommendation for awarding the Anti-Human Trafficking Outreach and Education Grant.
E. Violence Againts Women (VAW) Prevention and Education Grants Program 10 min.
Explanatory documents – VAW Grant Allocations
Action: To approve additional allocations for FY06-07.
F. Girls Committee Commissioner Shorter 10 min.
Commissioner Shorter will introduce proposed members of the Girls Committee
Action: To appoint members of the Girls Committee.
G. Proposed COSW Attendance Policy Executive Director Murase 5 min.
Explanatory documents- Draft of proposed attendance policy as required by the Mayor's Office and the Board of Supervisors.
Action: To approve an attendance policy for the Commission.
H Ideas for Women's History Month President Williams 10 min.
Discussion: Commissioners will discuss ideas to commemorate Women's History

Month, March 2007.

VII. REPORTS DISCUSSION/ACTION

A. Health Commissioner Marks 2 min.

B. Justice & Courage Commissioner Keehn 2 min.

VIII. PUBLIC COMMENT DISCUSSION 2 min.

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

X. ADJOURNMENT ACTION 1 min.

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San Francisco Commission on the Status of Women

September 27, 2006

COMMISSION MEETING MINUTES

Wednesday, September 27, 2006
5:00 pm
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

F
85
#2
9/27/06

Members Present **Staff Present**
President Shorter Executive
Director Emily Murase, Ph.D.
Vice President Williams Grants
Administrator Richard Eijima
Commissioner Andrea Evans CEDAW
Analyst Kim-Shree Maufas
Commissioner Dorka Keehn Justice
& Courage Analyst Colleen Montoya
Commissioner Jing Xu Lee Commission Commission
Secretary Cynthia Vasquez
Commissioner Carolene Marks
Department Intern Miwa Hashimoto
Commissioner Katherine
Munter

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I. CALL TO ORDER/AGENDA CHANGES

President Williams called the meeting to order at 5:10 pm.

II. APPROVAL OF MINUTES

Action: Approved draft minutes from August 16, 2006.
m/s/c/ (Munter/Williams/Unanimous). No public comment.

III. PRESIDENT'S REPORT

President Williams reported that, on September 12, she and Commissioner Andrea Shorter, Executive Director Emily Murase, Policy Analyst Carol Sacco attended the San Francisco 49ers community update on the team's diversity initiatives at Zeum. She also announced that the Friends of the Commission on the Status of Women (Friends) would be holding a community event in partnership with the San Francisco 49ers on October 3 at the Gum Moon Women's Residence in recognition of Domestic Violence Awareness Month.

President Williams reported that, at the CEDAW Committee on September 14, the Department of Public Works (DPW) presented a progress update on their original 1999 gender analysis and 2001 report.

President Williams reviewed the planned agenda themes for the next 10 months, and requested input from the other Commissioners.

• October 2006	**Community Meeting** Economic Development
• November 2006	CEDAW Training
• December 2006	Closed Session – Executive Directors Performance Evaluation
• January 2007	Girls
• February 2007	African American Heritage Month
• March 2007	Women's History Month
• April 2007	Parenting, Childcare & Education
• May 2007	Asian/Pacific Islander Heritage Month
• June 2007	Domestic Violence
• July 2007	Strategic Planning Retreat

IV. EXECUTIVE DIRECTORS REPORT

A. Executive Director

Executive Director Murase referred Commissioners to her written report, but highlighted the Uniform Visitor Policy (UVP) that the Department is working in partnership with housing advocates and the Department of Human Services to amend so that housing designed to serve survivors of domestic violence an/or sexual violence can be exempt in order to protect the safety of residents.

B. Staff Report - 311 Project

On behalf of the Department, Jennifer Baker has been attending weekly 311 Customer Service Call Center meetings. 311 is a customer service line that will provide information on government services and resources to the public. It is expected to be launched on March 11, 2006 and will serve as a 24 hours, 7 days a week information line that will be accessible from any San Francisco telephone by dialing 3-1-1. The 311 Call Center will serve as a backup for the emergency 911 number and is intended to improve the customer experience for citizens, businesses, and visitors to San Francisco.

C. Violence Against Women (VAW) Partner Agency Profile - Asian Pacific Islander Legal Outreach

Dean Ito Taylor, Executive Director of the Asian Pacific Islander Legal Outreach (APILO; formerly Nihonmachi Legal Outreach), explained that APILO is a community-based, social justice organization serving the Asian and Pacific Islander communities of the Greater Bay Area. APILO provides legal, social, and educational services in more than a dozen different non-English languages. APILO works to promote culturally and linguistically appropriate services and is currently focused in the areas of domestic violence, violence against women, immigration and immigrant rights, senior law and elder abuse, human trafficking, public benefits, and social justice issues. APILO is currently developing an online peer counseling program directed at working with youth providing information on sexual harassment and sexual assaults on youth. A major project that the APILO has undertaken is working to end Human Trafficking. APILO provides legal representation to trafficked individuals in order to stabilize their immigration status, protect and advocate for them during the ensuing criminal investigation and prosecution, and provide them with housing referrals, medical help, access to refugee benefits, counseling, as well as job training and placement for the future.

V. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approved Consent Agenda. m/s/c
(Williams/Marks/Unanimous)

A. Res. 2006-045: Resolution in Honor of La Casa de las Madres' 30th Anniversary Celebration
B. Res. 2006-046: Resolution Honoring October as Domestic Violence Month
C. Res. 2006-047: Resolution Recognizing President Gail Bishop and the Sisters Network - San Francisco affiliate chapter
D. Res. 2006-048: Resolution Recognizing Bayview Hunters Point Family Resource Center and their 2006 Award Honorees

VI. NEW BUSINESS

A. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Assessment

Krishanti Dharmaraj, Executive Director of the Women's Institute for Leadership Development for Human Rights (WILD), provided an overview of CEDAW in a global context. She then discussed plans for a formal assessment of San Francisco's implementation of CEDAW. She has engaged Professor Debra Liebowitz of Drew University, who specializes in gender policy studies, to conduct the assessment which will begin in November and conclude by April 2007. Ms. Dharmaraj concluded by announcing that she would be leaving WILD in December of 2006. Commissioners thanked her for her service to the Commission as an early advocate for the adoption of the CEDAW Ordinance. Members of the public also thanks Ms. Dharmaraj for her many contributions to the community.

B. Upcoming CEDAW Training

Executive Director Murase announced that a 2- hour CEDAW training has been scheduled for the November 16 COSW meeting and that materials for that meeting is provided to Commissioners in this month's meeting packet. The interactive training will take the form of a PowerPoint presentation, with additional hand-on exercises. She asked that Commissioners review the materials in advance of the training session..

C. Department Request for Proposal (RFP) Process

In order to provide Commissioners with a context for the Department's RFP work, Executive Director Murase reviewed an prior RFP timeline that the Department had released, pointing out that the process of releasing an RFP, having a review team meet to review proposals and make recommendations that are forwarded to a funding committee and, ultimately, the Commission, can take upwards of 5 - 6 months. Commissioner Munter explained that one of the largest challenges in the process is recruiting review panel members and asked that Commissioners provide support by referring possible candidates to the Department. The next RFP scheduled to be released by the Department is the needs assessment of anti-violence against women programs.

Executive Director Murase announced that the Mayor's Office of Community Development (MOCD) has released an RFP for women's micro-enterprise development programs and MOCD is seeking review panel members. She asked that interested Commissioners contact Commission Secretary Cynthia Vasquez.

D. Anti-Human Trafficking Outreach Grant

Executive Director Murase reported that the funding committee recommended that the one-time Anti-Human Trafficking Education & Outreach Grant for $31,567 be awarded to Asian Pacific Islander Legal Outreach. This grant, for a 6-month period (December 1, 2006-June 2007), is designed to provide education and outreach around available resources not only to victims of human trafficking, but also to raise awareness about the issue in the general public. Executive Director Murase thanks Policy Analyst Kim-Shree Maufas for her dedicated work on the RFP.

Daisy Anarchy with Sex Workers Organized for Labor, Human, and Civil Rights commended the Commission and the Department for investing funds into education and outreach to victims of human trafficking.

Becky Masaki, Executive Director of Asian Women's Shelter, reported that her agency provides services to victims of human trafficking and is honored to work in collaboration with APILO on this important grant.
She also stated that she would like to initiate a discussion with San Francisco Women Against Rape (SF WAR) on ways to collaborate further on this issue. Ms. Masaki also thanked Ms. Maufas for her continued work with this RFP.

Action: Approve Asian Pacific Islander Legal Outreach as recipients of the $31,567 Anti Human Trafficking Outreach Grant.
m/s/c/(Marks /Evans/Unanimous). Commissioner Andrea Shorter recussed herself from the vote.

E. Violence Against Women Prevention & Intervention (VAW) Grants Program

Executive Director Murase announced that she has submitted for the Commission's approval a 17% increase to all Partner Agencies of the VAW Grants Program, based on monies resulting from the advocacy of these agencies at the Board of Supervisors Budget & Finance Committee.

In public comment, Beverly Upton, Executive Director of the Domestic Violence Consortium thanked the Department and Partner Agencies who advocated for the increases and reinforced how important it is to keep women's issues in the public eye.

Janelle White, Executive Director of SF WAR, reported that SF WAR has taken 30,000 calls in the last year and provided in-person counseling to 84 survivors of sexual assault. She reported that advocacy and accompaniment are now available on evenings and weekends and that the agency began serving victims during these hours in June.

Becky Masaki urged Partner Agencies to work in collaboration, support one another's work, and coordinate services to maximize resources as funds are being cut from providers all around.

Action: Approve 17% increase in Allocations for Partner Agencies of the Violence Against Women Prevention & Intervention Grant Program. m/s/c/ (Shorter/Munter/Unanimous).

F. Girls Committee

Policy Analyst Maufas, with the assistance of Commissioner Andrea Shorter, has been working with community-based organizations and the San Francisco Unified School District to recruit young women between the ages 13-17 for members for the Girls Committee. Ms. Maufus was happy to report that thanks to the Friends of the COSW, the members of the Girls Committee will receive stipends. So far, the Girls Committee officially has one member who has previously worked with the Youth Commission.

G. Proposed COSW Attendance Policy

Executive Director Murase reported that in an effort by the Mayor and the Board of Supervisors to increase consistent attendance of appointed representatives to the City's Boards and Commissions, the Mayor has requested that all Commissions develop an attendance policy. Executive Director Murase reviewed the draft Commission attendance policy. Commissioners requested to amend the proposed attendance policy to reflect a 12-month calendar year rather than a fiscal year and to align the policy with existing Commission by-laws.
Moving forward, President Williams requested a 6-month report from the Commission Secretary on the attendance of all Commissioners.

Action: Approve amended Attendance Policy reflecting the unexcused absences in a 12 month year.
m/s/c/(Munter/Shorter/Unanimous).

H. Ideas for Women's History Month

Executive Director Murasereminded the Commission that March is Women's History Month and it is important that the COSW put thought into the activities for the month. In the past, the Commission and Department have hosted the Women Making History event at the Board of Supervisors as well as a Women in City Leadership luncheon. Commissioners requested that staff come back at a future meeting with possible suggestions on activities or events for the month of March.

VII. REPORTS

A. Health

Commissioner Marks reported that the Governor did not sign the Universal Health Care Bill and that it will not go before the Governor again until 2007. Commissioner Marks is working with Ms. Maufas and Department Intern Miwa Hashimoto to conduct telephone surveys in order to evaluate the cancer detection program *Every Women Counts* which is run by the California Department of Health Services with the purpose of providing access to mammograms and other resources to those experiencing breast cancer.

Commissioner Marks has been appointed to the San Francisco Health Access Program (SFHAP) Advisory Committee. This committee will provide the Department of Public Health, the San Francisco Health Plan, the Office of Labor Standards Enforcement and Private Providers with expert consultation on implementation of employee spending mandate, membership, rates, benefits, network, utilization, financing and evaluation.

B. Justice & Courage

VIII. Public Comment

Melissa Gira informed the Commission that SpeakOut is working in collaboration with the Department of Public Health on a 6-month pilot project to take telephone feedback from sex industry workers on a tip line and to and compile an assessment of the needs of the community. Ms. Guerra requested that the Commission suspend presenting the Board of Supervisors with the exotic dancer legislation until the assessment has been completed.

Victoria Powell re-emphasized the 6-month postponement of the Exotic Dancer Legislation until the assessment is completed by the DPH and SpeakOut.

Daisy Anarchy expressed her grievances with Sex Workers Outreach Project (SWOP), DPH, and the St. James Infirmary, arguing that the tip line reflects an effort to undermine important work to reform the working conditions of exotic dancers.

Geninifer Hirano with SWOP requested postponement of the Exotic Dancer legislation as SWOP will be holding a meeting on October 3rd and will be able to report back to the COSW what she believes to be a larger issue.

President Angela Williams excused herself at 7:30 pm from the meeting and requested that Vice President Katherine Munter chair the remaining part of meeting.

X. ADJOURNMENT

The meeting was adjourned at 7:35 pm.
Action: Adjourn meeting. m/s/c (Shorter/Marks/Unanimous)

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415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice)

or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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San Francisco Commission on the Status of Women

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October 25, 2006 Community Meeting

REVISED COMMISSION MEETING AGENDA
Community Meeting on Women & Economic Development
Wednesday, October 25, 2006
5:00 PM
Women's Building, Audre Lorde Room
3543 18th Street(between Valencia & Guerrero)
San Francisco, CA 94110

Roster:

President Angela Williams *Commissioner Jing Xu Lee*
Vice President Katherine Munter *Commissioner Carolene Marks*
Commissioner Andrea Evans *Commissioner Andrea Shorter*
Commissioner Dorka Keehn

Total Estimated Meeting Time:

I. CALL TO ORDER/ AGENDA CHANGES **DISCUSSION/ACTION** *1 mi*

II. APPROVAL OF MINUTES
DISCUSSION/ACTION *1 min.*
Explanatory document – Draft Minutes from September 27, 2006.
Action: To approve draft minutes from September 27, 2006.

III. PRESIDENT'S REPORT
DISCUSSION *5*

IV. EXECUTIVE DIRECTOR'S REPORT
DISCUSSION *5 min.*

A. Executive Director
Explanatory document – The Executive Director's Report discusses the work of the
the Convention on the Elimination of All Forms of Discrimination Against Women (
Implementation of Women & Girls Human Rights, Right to Adequate Standard of L

Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Educ
Social Services principles.

V. CONSENT
AGENDA **DISCUSSION/ACT**
min.

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Action: To approve the Consent Agenda.

A. Res. 2006-049: Resolution Recognizing October as Latino Heritage Mont
B. Res. 2006-050: Resolution Recognizing November 2006 as National Am
Alaska Native Heritage Month
C. Res. 2006-051: Resolution Recognizing the Inaugural San Francisco "W
Lupus" Event on November 4
D. Res. 2006-052: Resolution Marking the 16th Anniversary of the 16 Days
Against Gender Violence Campaign
E. Res. 2006-053: Resolution Recognizing the U.S. Women's Chamber of
National Congress on the Economic Advancement of Women
F. Res. 2006-054: Resolution Recognizing Rina Bar-Tal and Tali Sachar wi
Women's Network
G. Res: 2006-055: Resolution Recognizing the 10th Anniversary of the Ca
Coalition for Women Prisoners' Newsletter "The Fire Inside"
H. Violence Against Women Prevention and Intervention Grants Allocations

VI. NEW BUSINESS **DISCUSSION/A**

A. Bank on San Francisco Program **Leigh Phillips**
10 min.
Office of the Treasurer and Tax Collector
Leigh Phillips will provide information on the new Bank of San Francisco program t
low-income individuals and families access low-cost bank accounts.

B. One-Stop Employment Centers **Edwin Florentino** *10 min.*
Edwin Florentino, Marketing Manager with the San Francisco One-Stop Employme
will review the services provided at the One-Stop Employment Centers.

C. Local Business Ordinance **Maria Cordero**
10 min.
Human Rights Commission

Maria Cordero, Contract Compliance Officer will review the new local business ordi
replaces the Women-/Minority-Owned Enterprise Ordinance.

D. Small Business Commission **Agnes Briones Ubalde** *10 min.*
Agnes Briones Ubalde, Director of Office of Small Business & Small Business Comr
discuss available city resources for small business owners.

E. 49ers Diversity Initiatives **Lisa Lang** *15 min.*
Lisa Lang, Vice President of Communications for the 49ers, will report on the 49er
initiatives.

F. Department of Elections **Linda Tulett** *5 min.*
Linda Tulett, Deputy Director of the Department of Elections will review key voter
advance of the November 7th elections.

VII. PUBLIC COMMENT **DISCUSSION** *45*
The Commission invites members of the community to comment on women and e
development and future areas that the Commission may choose to explore.

VIII. REPORTS **DISCUSSION/AC**

A. Health **Commissioner Marks** *2 min.*
B. Justice & Courage **Commissioner Keehn** *2 min.*
C. Girls Committee Commissioner Shorter *2 m*

IX. ADJOURNMENT **ACTION**
1 min.

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10/25/06

San Francisco Commission on the Status of Women

October 25, 2006 Community Meeting

COMMISSION MEETING MINUTES

Wednesday, October 25, 2006
5:00 pm
Women's Building, Audre Lorde Room
3543 18th Street
San Francisco, CA 94110

Members Present Staff Present
President Angela Williams Executive
Director Emily Murase, Ph.D.
Vice President Katherine Munter Grants
Administrator Richard Eijima
Commissioner Dorka Keehn Justice &
Courage Analyst Colleen Montoya
Commissioner Jing Xu Lee Policy Analyst
Carol Sacco
Commissioner Carolene Marks Commission
Secretary Cynthia Vasquez
Commissioner Katherine Munter Department
Intern Miwa Hashimoto

I. CALL TO ORDER/AGENDA CHANGES

President Williams called the meeting to order at 5:03 pm.
Action: Approved agenda. m/s/c/ (Shorter/Lee/Unanimous). No public comment.

II. APPROVAL OF MINUTES

Action: Approved draft minutes from September 27, 2006. m/s/c/ (Williams/Munter/Unanimous).
No public comment.

III. PRESIDENT'S REPORT

President Williams reported that, on October 3, the Friends of the Commission on the Status of Women in partnership with the San Francisco 49ers, held a successful community event where team members of the 49ers served dinner at the Gum Moon Women's Residence in recognition of Domestic Violence Awareness Month. President Williams also reported that, on October 12, the Sweatfree Procurement Advisory Group met to discuss the MUNI uniform contract. Per the authorizing legislation, the Advisory Group must approve the contract. This would then make MUNI uniforms in San Francisco free of sweatshop labor.

President Williams announced that she will assist the Mayor's Office of Community Development's Women's Micro-Enterprise initiative.

On October 20, President Williams and Vice President Katherine Munter, met with the DOSW funded agencies to get acquainted with the agencies, get a brief background on services, and hear from agencies about key issues. The Commissioners encouraged collaborations between agencies and committed to continuing a dialogue on key issues that their clients face.

IV. EXECUTIVE DIRECTORS REPORT

A. Executive Director

Executive Director Murase referred Commissioners to her written report, but highlighted the 2006 Combined Charities Campaign which raises money for numerous non-profit organizations in our community. Dr. Murase was pleased to report that 100% staff participation and she urged full participation from Commissioners

Dr. Murase was also pleased to propose a 20% overall increase to FY05-06 grant allocations, subject to approval at this evening's meeting.

Dr. Murase wished to acknowledge Department staff members Richard Eijima and Carol Sacco who were nominees for the 2006 Public Managerial Excellence Award, given annually to honor outstanding City employees who demonstrate exceptional leadership.

V. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approved Consent Agenda. m/s/c **(Marks/Munter/Unanimous)**

A. Res. 2006-049: Resolution Recognizing October as Latino Heritage Month
B. Res. 2006-050: Resolution Recognizing November 2006 as National American Indian Alaska Native Heritage Month
C. Res. 2006-051: Resolution Recognizing the Inaugural San Francisco "Walk to Cure Lupus" Event on

November 4
D. Res. 2006-052: Resolution Marking the 16th Anniversary of the 16Days of Activism Against Gender Violence Campaign
E. Res. 2006-053: Resolution Recognizing the U.S. Women's Chamber of Commerce's National Congress on the Economic Advancement of Women
F. Res. 2006-054: Resolution Recognizing Rina Bar-Tal and Tali Sachar with the Israel Women's Network
G. Res. 2006-055: Resolution Recognizing the 10th Anniversary of the California Coalition for Women Prisoners' Newsletter "The Fire Inside"
H. Violence Against Women Prevention and Intervention Grants Allocations for FY06-07

President Williams presented Juana Flores with the resolution acknowledging her exceptional work with the Latino community and with Mujeres Unidas y Activas on the occasion of Latino Heritage Month

VI. NEW BUSINESS

A. Bank of San Francisco Program

Leigh Phillips with the Office of the Treasurer and Tax Collector presented the Bank on San Francisco Program, initiated by the City Treasurer and Tax Collectors Office. This program is the first of its kind and was launched in September 2006. Bank on San Francisco is a program that is collaboratively working with a variety of well known banking institutions to allow San Franciscans the opportunity to open bank accounts rather than using check cashing stores that charge exhorbitant fees and interest rates. Participating banks have agreed to develop a checkless low-cost bank account with a commitment to accept alternate forms of identification to open accounts such as the Mexican Matricula Consular Card and other foreign identification. This program will also allow people who have mismanaged accounts in the past to open new accounts. The Treasurer's office is marketing in targeted, low-income neighborhoods to increase the visibility the program in San Francisco and develop new strategies to reach unbanked customers in low-income neighborhoods. Materials are available in English, Spanish and Chinese. Other languages will be available soon.

Commissioners were pleased to hear of the outreach to low-income residents. They expected this program to be of particular assistance to low-income single mothers. President Williams suggested promoting the program to community-based organizations, including the Department's Partner Agencies, to make sure that their clients are aware of the Bank on San Francisco Program.

B. One-Stop Employment Consortium

Edwin Florentino, Marketing Manager with the San Francisco One-Stop Employment Consortium reviewed the partners of the Consortium which include the San Francisco Human Services Agency, City College of San Francisco, and the California Employment Development Department, among others. There are 3 operating One-Stop Centers: Mission Center at 3120 Mission Street, South East Center at 1800 Oakdale, and the Civic Center at 801 Turk Street. The One-Stop Centers provide an easy and simple process to connect employers and job seekers which include: business services, employment services, access to training programs, and access to computers, faxes, and copiers. There are also a variety of other programs collocated at the One Stop Centers such as: Cal-Works Services, Food Stamps Program, Child & Family Support Services, and direct access to community programs, services, and organizations.

C. Local Business Ordinance

Maria Cordero, Contract Compliance Officer with the Human Rights Commission (HRC), reviewed the new Local Business Ordinance. Due to the invalidation of San Francisco's preferences for minority-owned and women-owned businesses by the courts, the Board of Supervisors passed a new ordinance, signed by the Mayor, for the HRC to certify locally-owned businesses that would qualify for preferences. While the HRC continues to gather data on minority-owned and women-owned businesses, Ms. Cordero reported that, due to federal regulations, businesses cannot identify as both minority-owned and women-owned businesses. Commissioners expressed grave concern over this inability to collect valuable data. Executive Director Murase offered to follow up with Aileen Hernandez who was instrumental in the development of the new ordinance.

D. Small Business Commission

Agnes Briones Ubalde, Director of the Office of Small Business & Small Business Commission reported that the agency's mission is to foster, promote, and retain small businesses in San Francisco. Currently the Small Business Commission assists with outreach and education to merchants by providing information and referrals to local, state and federal government assistance programs, managing and providing free online-listings of available property for commercial spaces through SFProspector, and reviewing and initiating local policy initiatives. Currently, the Office of Small Business has 2 full-time staff members; however, the office works in collaboration and coordination with other city departments such as the Mayor's Office of Community Development, and the Treasurer/Tax Collector.

The Small Business Commission meetings are held on the 2nd Monday of every month at City Hall in Room 400.

Commissioners requested information on how many small business are women owned in San Francisco. However, the Small Business Commission is unable to provide that data as it is voluntary information provided when applying for a business license. Commissioners feel that data should be compiled to reflect how many small businesses are women- owned and run.

Ms. Ubalde-Briones also reported that she would be assisting the Mayor's Office of Community Development's initiative on women's micro-enterprise.

Commissioner Marks who is a member of the San Francisco Health Access Program (SFHAP) Advisory Committee hopes to work closely with the Small Business Commission to determine how the Mayor's initiative to provide health care to all San Franciscan's would affect small business owners.

E. 49ers Diversity Initiatives

Lisa Lang, Vice President of Communications for the 49ers, reviewed the Community Outreach Campaign for the 2006 Respect Campaign. The 49ers have a 15-member Community Advisory Panel to ensure that the 49ers community outreach activities are successful and have a positive impact on their fan base. The 49ers are advocating the value of respect in 3 important areas of their lives: families, schools, and communities. This season, the 49ers have had a variety of game day activities, halftime shows, and community outreach projects which include: Latino Heritage Day, Asian American & Pacific Islander Heritage Day, LGBT Community Outreach, and Founding Fathers Day as part of family violence prevention.

Ms. Lang also reported success with the limited time sales of the RESPECT Rim hats that are being sold at each game. All proceeds will go to the 49ers Foundation in support of the San Francisco Domestic Violence Consortium and Partners Ending Domestic Abuse. She expressed hope to possibly begin selling the RESPECT hat as regular merchandise throughout the year.

F. Department of Elections

Linda Tulett, Deputy Director of the Department of Elections reviewed the different deadlines for election purposes.

October 31	Deadline for Absentee Ballots
November 7	Election Day (Polls open from 7:00 am to 8:00 pm)

Ms. Tulett reported that there is a 5 member outreach team which focuses on non-English speaking communities. The language background of these team members are 1 Spanish, 2 Chinese, 1 Russian, and 2 English. Voting materials are available in English, Spanish, Chinese and Russian.

Ms. Tulett also reported that the "Safe at Home" project is available to domestic violence victims. This program is sponsored by the Secretary of State and enables individuals who wish to remain anonymous to request that ballots be sent to a private post office box.

VII. PUBLIC COMMENT

Victoria Powell with the Sex Workers Outreach Project (SWOP) hopes to work in collaboration with the Commission on upcoming events they are sponsoring.

Daisy Anarchy with Sex Workers Organized for Labor, Human and Civil Rights expressed her grievances with SWOP and concern for the Commission's support for any SWOP activities.

VIII. REPORTS

A. Health

Commissioner Marks has been appointed to the San Francisco Health Access Program (SFHAP) Advisory Committee. The Committee is currently looking at for a connection to the Small Business community to further discuss the impact of Health Care Access for

All. Department Intern Miwa Hashimoto is still gathering information and surveys on the Cancer Detection Program: *Every Woman Counts* and hopes to be able to report back to the Commission at a future meeting.

B. Justice & Courage

Policy Analyst Colleen Montoya reported that the Safety and Accountability Audit concluded, after over 60 interviews and observation of different departments. She is now working on analyzing the data and meeting with the different department heads to review the results.

Ms. Montoya also reported that Department Intern Laura Marshall is working on the Domestic Violence Response Cross-Training Institute Evaluator Request for Proposal which will be released on Monday, November 6.

IX. ADJOURNMENT

The meeting was adjourned at 7:55 pm.
Action: Adjourn meeting. m/s/c (Marks/Lee/Unanimous)

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to
415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Lines are the 14, 26, 33, and 49. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

Know Your Rights under the Sunshine Ordinance(Chapter 67 of the San Francisco Administrative Code)

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San Francisco Commission on the Status of Women

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November 16, 2006

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COMMISSION MEETING AGENDA
Thursday, November 16, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Roster:

President Angela Williams
Commissioner Jing Xu Lee
Vice President Katherine Munter
Commissioner Carolene Marks
Commissioner Andrea Evans
Commissioner Andrea Shorter
Commissioner Dorka Keehn

Total Estimated Meeting Time: 119 minutes

I. CALL TO ORDER/ AGENDA CHANGES
DISCUSSION/ACTION *1 min.*

II. APPROVAL OF MINUTES
DISCUSSION/ACTION *1 min.*
Explanatory document – Draft Minutes from October 25, 2006.
Action: To approve draft minutes from October 25, 2006.

III. PRESIDENT'S REPORT
DISCUSSION *5 min.*

IV. EXCUTIVE DIRECTOR'S REPORT
DISCUSSION *5 min.*

A. Executive Director

Explanatory document – The Executive Director's Report discusses the work of the Department: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)'s Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

V. CONSENT AGENDA

DISCUSSION/ACTION *2 min.*

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: To approve the Consent Agenda.

A. Res. 2006-056: Resolution Recognizing December 1 as World AIDS Day

VI. REPORTS

DISCUSSION/ACTION

A. Health **Commissioner Marks** *2 min.*

B. Justice & Courage **Commissioner Keehn** *2 min.*

C. Violence Against Women Prevention and Intervention Grants Program **Vice President Munter** *2 min.*

D. Girls Committee **Commissioner Shorter** *2 min.*

E. Family Violence Council **Commissioner Evans** *2 min.*

F. CEDAW Committee **President Williams** *2 min.*

VII. NEW BUSINESS

DISCUSSION/ACTION

A. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Training and **Executive Director Murase** *90 min*

Ann Lehman
Explanatory documents – CEDAW Training Materials
Executive Director Emily Murase and Policy Analyst Ann Lehman will provide an overview and on the implementation of CEDAW.

VIII. PUBLIC COMMENT **DISCUSSION** *2 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

IX. ADJOURNMENT
ACTION *1 min.*

City Hall is accessible to persons using wheelchairs and others with disabilities. Assistive listening devices are available and meetings are open-captioned. Agendas are available in large print. Materials in alternative formats, American Sign Language interpreters, and other accommodations will be made available upon request. Please make your request for alternative format or other accommodations to the Department on the Status of Women at 415-252-2570. Providing at least 72 hours notice prior to the meeting will help to ensure availability. The nearest BART station is Civic Center Plaza at the intersection of Market, Grove, and Hyde Streets. The MUNI Metro lines are the J, K, L, M, and N (Civic Center Station or Van Ness Avenue Station). MUNI bus lines serving the area are the 47 Van Ness, 9 San Bruno, and the 6, 7, 71 Haight/ Noriega. Accessible curbside parking is available on 1 Dr. Carlton B. Goodlett Place (San Francisco City Hall) and Grove Street. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based scented products. Please help the City to accommodate these individuals. For inquiries or requests for accommodations, please call 415-554-6789 (V), 415-554-6799 (TTY).

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San Francisco Commission on the Status of Women

November 16, 2006

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COMMISSION MEETING MINUTES

Thursday, November 16, 2006
5:00 pm
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present	Staff Present
President Angela Williams	Executive Director Emily Murase, Ph.D
Commissioner Dorka Keehn	Justice & Courage Analyst Colleen Montoya
Commissioner Jing Xu Lee (5:25 pm)	Policy Analyst Carol Sacco
Commissioner Carolene Marks	Commission Secretary Cynthia Vasquez
Commissioner Andrea Shorter	Graduate Intern Laura Marshall

Members Excused
Commissioner Andrea Evans
Commissioner Katherine Munter

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I. CALL TO ORDER/AGENDA CHANGES

President Williams called the meeting to order at 5:07 pm. President Williams announced an imperative agenda item, a resolution honoring Nancy Pelosi as the speaker-elect of the U.S. House of Representatives, and asked Commissioners to approve inclusion of this item on the agenda.

Action: Approved agenda including the imperative agenda item. m/s/c/ (Keehn/Williams/Unanimous).
No public comment.

President Williams announced that due to a conflict, Commissioner Shorter would have to depart at 6:00 pm.

II. APPROVAL OF MINUTES

Action: Approved draft minutes from October 25, 2006. m/s/c/ (Keehn/Shorter/Unanimous).
No public comment.

III. PRESIDENT'S REPORT

President Williams thanked staff and Commissioners for a successful and informative community meeting held in October. President Williams reported she participated in the review panel for the Mayor's Office of Community Development's Women's Micro-Enterprise Initiative.

President Williams congratulated staff member Kim-Shree Maufus who has been elected to the San Francisco Board of Education and how pleased she is to see that, in San Francisco, such leadership positions as the Police Chief and Fire Chief are both women and how important it is to continue to have women in key policy positions.

IV. EXECUTIVE DIRECTORS REPORT

A. Executive Director

Executive Director Murase referred Commissioners to her written report, but highlighted the fact that 2006 Combined Charities Campaign contributions are due on Friday, November 16. Currently the Department has released two requests for proposals, one for a Domestic Violence Response Cross-Training Institute Evaluator and the other a Needs Assessment in the specific area of services to address violence against women in San Francisco.

The Department will also be posting a job announcement for two part-time Junior Administrative Analyst Positions who should be hired by early January.

Commissioner Keehn requested to a follow-up presentation on data gathering done by the Human Rights Commission on the Local Business Enterprise Ordinance.

Commissioner Shorter encouraged House Speaker-elect Nancy Pelosi to take CEDAW and the implementation of CEDAW seriously and hopes that Speaker Pelosi will keep CEDAW in the public eye. Eventually we hope to have CEDAW adopted across the nation.

V. CONSENT AGENDA

All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.

Action: Approved Consent Agenda. m/s/c (Marks/Munter/Unanimous)
Res. 2006-056: Resolution Recognizing December 1 as World AIDS Day
Res. 2006-057: Resolution Recognizing the Leadership of Representative Nancy Pelosi

VI. REPORTS

A. HEALTH

Commissioner Marks acknowledged the dedicated efforts of Department Intern Miwa Hashimoto who gathered data for the Cancer Detection Program: *Every Woman Counts* and hopes to continue to work with Kim-Shree Maufus on this project. Commissioner Marks would like to see a mammography van go out to the Bayview/Hunters Point area to provide this community with services so desperately needed since African American women in this area are dying from breast cancer due to lack of testing and detection.

Commissioner Marks continues to attend the San Francisco Health Access Plan Advisory Committee Meeting. The Golden Gate Restaurant Association recently filed a lawsuit challenging the mandated employer contributions. She stated that she will be out of the country for the next meeting, scheduled for December 1, and has requested that Executive

Director Emily Murase attend in her place.

B. Justice & Courage
Commissioner Keehn reported that the results of the Safety Audit are still being evaluated. The Audit Team is in the process of scheduling meetings with Department Heads to review the findings of the audit, which should become publicly available in early 2007.

C. Violence Against Women Prevention and Intervention Grants Program
Executive Director Murase reported that all VAW contracts have been signed by the City Attorney's office.
There is a Request for Proposals (RFP) currently being solicited by the Department for a Needs Assessment. The Bidders Conference was held on November 15.

D. Girls Committee
Commissioner Shorter reported that 2 girls have applied for appointment to the Girls Committee and that she hopes to have all 7 members on board for a December meeting. Kim-Shree Maufus is working in collaboration with the Youth Commission, the San Francisco Unified School District Student Advisory Council, and the Center for Young Women's Development to continue to recruit for the Girls Committee. Commissioners suggested expanding the outreach to additional organizations in order to fully populate the committee.

E. Family Violence Council
Executive Director Murase reported that the Family Violence Council met on November 2 to discuss amendments to the original ordinance. The next meeting will be held on Friday, December 15 at 2:00 pm at the Institute on the Aging at 3330 Geary Boulevard, 3rd Floor. A rollout of the reconstituted Council is being planned for early 2008.

F. CEDAW Committee
President Williams reported that the CEDAW Committee met on November 9th to discuss the gender analysis of the Department of Public Works. At that time, Debra Liebowitz, Ph.D., introduced herself as the consultant engaged by Women's Institute for Leadership Development to evaluate San Francisco's implementation of CEDAW. President Williams emphasized the importance of tonight's CEDAW training.

VII. NEW BUSINESS

A. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Training
Policy Analyst Ann Lehman and Executive Director Murase presented the training materials for the CEDAW Training. The following is a summary outline of the training.

- What are Human Rights?
  - The inherent right of all people to be treated with dignity and respect
  - Human rights set moral and ethical standards
  - Human rights are inalienable, interdependent, and indivisible
- Human Rights & CEDAW History
  - Human rights include: Civil Rights, Political Rights, Economic Rights, Social Rights, and Cultural Rights
  - In 1979 CEDAW – The United Nations Convention on the elimination of all forms of discrimination is an international bill of rights that outlines human rights through the lens of barriers and discrimination faced by women and girls.
- San Francisco CEDAW
  - Reviewed the CEDAW in San Francisco timeline from 1975-2006
- Five-Year Action Plan
  - 5-Year Action Plan Approved by the Commission on the Status of Women
  - CEDAW Vision: Strategic plan for implementation and everything that happens in the City and County framed by CEDAW

  - Implementation of Women and Girls' Human Rights
  - Right to an adequate standard of living.
  - Right to Bodily Integrity Right to access adequate health
  - Human rights of girls to education and social services
- Gender Analysis Tool
  - Explained what the Gender Analysis is, how to collect data, analyze data, make recommendations based on the data, the implementation of an action plan and how to monitor the analysis.
- Reviewed as an example the Gender Analysis of the VAW Data

Executive Director Murase reported that the Department in currently working with a law firm to implement CEDAW, and evaluate how CEDAW can be implemented in the private sector.

Commissioner Keehn would like to see the Mayor's office more involved with the CEDAW Committee, and hopes that the Mayor's office would advocate for the implementation of CEDAW within all city departments.

Ms. Murase welcomed feedback from Commissioner on the presentation as the Department hopes to make future presentations before different City Departments.

Several Commissioners asked that concrete examples be included in the presentation. Ms. Murase responded that citing examples from the gender analysis of City Departments would not be difficult to do and that this would enhance the value of the presentation.

VIII. PUBLIC COMMENT

Maxine Doogan expressed her concern that the Sex Workers Outreach Project held a symposium on violence against sex workers and not all interested parties where invited. She also requested hearings on women who are being deported after the massage parlor raids. Ms. Doogan asserted that these women were victims of human trafficking, yet were still being deported.

Victoria Powell with the Sex Workers Outreach Project (SWOP) reported that the symposium held by SWOP was a public meeting.

IX. ADJOURNMENT

The meeting was adjourned at 6:55 pm.
Action: Adjourn meeting. m/s/c (Marks/Keehn/Unanimous)

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to
415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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San Francisco Commission on the Status of Women

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December 12, 2006

REVISED COMMISSION MEETING AGENDA
Tuesday, December 12, 2006
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Roster:

President Angela Williams	Commissioner Jing Xu Lee
Vice President Katherine Munter	Commissioner Carolene Marks
Commissioner Andrea Evans	Commissioner Andrea Shorter
Commissioner Dorka Keehn	

Total Estimated Meeting Time: 110 minutes

I. CALL TO ORDER/ AGENDA CHANGES DISCUSSION/ACTION 1 min.

II. APPROVAL OF MINUTES DISCUSSION/ACTION 1 min.
Explanatory document – Draft Minutes from November 16, 2006.
Action: To approve draft minutes from November 16, 2006.

III. PRESIDENT'S REPORT DISCUSSION 5 min.
IV. EXECUTIVE DIRECTOR'S REPORT DISCUSSION 5 min.

A. Executive Director's Report Executive Director Murase
Explanatory document – The Executive Director's Report discusses the work of the Department: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)'s Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

V. REPORTS DISCUSSION/ACTION

A. Health	Commissioner Marks	2 min.
B. Justice & Courage	Commissioner Keehn	2 min.
C. Violence Against Women Prevention and Intervention Grants Program	Vice President Munter	2 min.
D. Girls Committee	Commissioner Shorter	2 min.

E. Family Violence Council Commissioner Evans 2 min.
F. CEDAW Committee President Williams 2 min.

VI. OLD BUSINESS DISCUSSION/ACTION

A. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Gender Analysis Staff 15 min.
Staff will present the Gender Analysis Report on the Department.
Explanatory Documents- Department on the Status of Women Gender Analysis Report
Action: To adopt the Department on the Status of Women Gender Analysis Report.

B. Approve members of the Girls Committee Kim-Shree Maufus 10 min.
Action: To approve members of the Girls Committee.

VII. PUBLIC COMMENT DISCUSSION 5 min.
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

VIII. CLOSED SESSION DISCUSSION/ACTION 55 min.

A. Public comment on all matters pertaining to the Closed Session.

B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.
Discussion.

C. Open Session
Action: Motion and vote to elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).

IX. ADJOURNMENT ACTION 1 min.

City Hall is accessible to persons using wheelchairs and others with disabilities. Assistive listening devices are available and meetings are open-captioned. Agendas are available in large print. Materials in alternative formats, American Sign Language interpreters, and other accommodations will be made available upon request. Please make your request for alternative format or other accommodations to the Department on the Status of Women at 415-252-2570. Providing at least 72 hours notice prior to the meeting will help to ensure availability. The nearest BART station is Civic Center Plaza at the intersection of Market, Grove, and Hyde Streets. The MUNI Metro lines are the J, K, L, M, and N (Civic Center Station or Van Ness Avenue Station). MUNI bus lines serving the area are the 47 Van Ness, 9 San Bruno, and the 6, 7, 71 Haight/ Noriega. Accessible curbside parking is available on 1 Dr. Carlton B. Goodlett Place (San Francisco City Hall) and Grove Street. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical

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City and County of San Francisco
Commission on the Status of Women
Mayor Gavin Newsom

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EMILY MURASE, PhD
Executive Director

COMMISSION MEETING MINUTES

Tuesday, December 12, 2006
5:00 pm
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Members Present	Staff Present
President Angela Williams	Executive Director Emily Murase, Ph.D.
Commissioner Andrea Evans	Grants Administrator Richard Eijima
Commissioner Dorka Keehn	Policy Analyst Kim-Shree Maufas
Commissioner Jing Xu Lee (5:30 pm)	Justice & Courage Analyst Colleen Montoya
Commissioner Carolene Marks	Policy Analyst Carol Sacco
Commissioner Katherine Munter	Commission Secretary Cynthia Vasquez
Commissioner Andrea Shorter	Graduate Intern Laura Marshall

I. CALL TO ORDER/AGENDA CHANGES

President Williams requested moving up the Convention on the Elimination of All Forms of Discrimination (CEDAW) Gender Analysis presentation time due to constraints of the presenters.
Action: Approved amended agenda.
m/s/c (Marks/Munter/Unanimous).
No public comment.

II. APPROVAL OF MINUTES

Action: Approved draft minutes from November 16, 2006.
m/s/c/ (Williams/ Keehn/Unanimous).
No public comment.

III. OLD Business

A. Convention on the Elimination of All Forms of Discrimination (CEDAW) Gender Analysis

Policy Analyst Ann Lehman and Carol Sacco presented the DOSW Gender Analysis. They reviewed the CEDAW Gender Analysis Step which includes:

- Collection of data
- Analysis of data
- Formulate specific recommendations
- Implementation of Action Plan
- Monitor

Specifically for the DOSW, the following was reviewed:

- Budget Analysis Highlights
- Highlights of Service
- Service data by Race/Ethnicity for Shelters FY 04-05
- Service data for Legal Services FY 04-05

- Comparison of data by Percent
- Girls Report data on Poverty
- Employment Highlights

Recommendations were made for the following:

- Budget
- Violence Against Women (VAW) Services
- Girls
- Health
- Employment

Recommendations and Next Steps were made for the following:

- Gender Analysis Monitoring
- Gender Analysis Guidelines
- Community Outreach

Action: Approved recommendations of the DOSW CEDAW Gender Analysis.
m/s/c/ (Munter/Keehn/Unanimous).
No public comment.

B. Approve members of the Girls Committee
Commissioner Shorter reported that 3 members have been selected and are waiting for the approval of the Commission: Talia Anderson, Madeline Ing, and Dawn Liu. Policy Analyst Kim-Shree Maufas continues to recruit for vacant positions.
Action: Approved members of the Girls Committee
m/s/c/ (Shorter/Keehn/Unanimous).
No public comment.

IV. PRESIDENT'S REPORT

President Williams reported that the CEDAW Committee has been working with Debra Liebowitz, PhD, in researching San Francisco's implementation of CEDAW and she hopes that Dr. Liebowitz will be able to conduct interviews in the month of December.

V. EXECUTIVE DIRECTORS REPORT

Executive Director Murase provided highlights of her written report and noted that the Mayor's Office requested an outline of important dates and events in 2007 for the Department and Commission. Ms. Murase also pointed out that the California Coalition for Women Prisons had sent a thank you letter to the Commission for the resolution commending the organization on the occasion of its 10 year anniversary.

VI. REPORTS

A. Health

Commissioner Marks reported that she joined the Mayor as a part of his delegation team on his visit to the Philippines. During her visit, a U.S. Marine was found guilty of raping a Philippine woman and was sentenced to serve a 40-year prison term. Whether he will serve his prison term in the Philippines or here in the U.S is still to be determined.

Commissioner Marks was also able to meet with prominent Philipino women, including CEOs and directors of organizations that reported on the work being done on behalf of women in their county.

Executive Director Murase reported that she attended the Health Access Plan Advisory Committee (HAP) meeting on behalf of Commissioner Marks. Ms. Murase reported that a lawsuit had been filed by the Golden Gate Restaurant Association challenging the mandated employer contributions.

Commissioner Marks reported that Jordana Thigpin, a member of the Small Business Commission had been appointed to the HAP and she hopes to have further connection with the Small Business Commission to discuss the plan's impact on women and women-owned business.

B. Justice & Courage

Policy Analyst Colleen Montoya reported that the Safety Audit was completed and, in January, the audit team would be meeting Department Heads to report the findings of the audit and review recommendations.

Ms. Montoya reported that the Department is in the process of reviewing applications for the Request for Proposals (RFP's) for the Domestic Violence Cross-Training Institute program evaluator, which were due on December 6.

C. Violence Againts Women Prevention and Intervention Grants Program

The deadline for submission of the Needs Assessment RFP was on December 8. The review panel is set to meet during the second week in January to review and select a grantee.

Commissioners requested that once the Needs Assessment grantee was selected, that data from the gender analysis and already gathered data by the Department be made available to the grantee so that work is not duplicated.

Vice President Munter reminded all Commissioners to keep in mind "experts" in the fields when suggesting review panel members. She would like the most qualified people reviewing applicants for services provided to the Department

D. Girls Committee

Commissioner Shorter reported that the Girls Committee met on December 4 to review the mission of the Commission and Department and general information on participating in public meetings. Policy Analyst Maufas continues to recruit for vacant positions. The next meeting of the Girls Committee will be on January 8.

E. Family Violence Council

Commissioner Evans reported that the Family Violence Council is in the process of being reconstituted. A planning committee is currently in the process of drafting legislation to present to the Board of Supervisors. The next meeting will be held on December 15.

Commissioners expressed support for a member of Assemblymember Mark Leno's office as a member of the Council.

F. CEDAW Committee

The CEDAW Committee is not scheduled to meet in December. The next meeting will be held on January 18.

VII. PUBLIC COMMENT

No public comment.

VIII. CLOSED SESSION

A. Public comment on all matters pertaining to the Closed Session.

No public comment.

B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.
Discussion.

IX. RECONVENE IN OPEN SESSION

The meeting was reconvened in Open Session at 7:30 PM.

A. Possible report on action taken in Closed Session. (Gov't Code section 54957.1(a)(2) and S.F. Admin. Code section 67.12(b)(2))
Action: **Not to disclose action taken in Closed Session.**
m/s/c (Shorter/Evans/Unanimous)
No public comment.

B. Vote to elect whether to disclose any or all discussions held in Closed Session. (S.F. Admin. Code section 67.12(a))
Action: **Not to disclose any discussions held in Closed Session.**
m/s/c (Shorter/Evans/Unanimous)
No public comment.

X. ADJOURNMENT

The meeting was at 7:35 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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December 15, 2006 -Notice of Special Meeting

Notice of Special Meeting
Friday, December 15, 2006
6:00 – 8:00 PM
142 Clearfield Drive
San Francisco, CA 94132

THIS IS A SOCIAL EVENT. NO COMMISSION BUSINESS WILL BE DISCUSSED.

The Commission and the Department on the Status of Women will hold a holiday party.

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